

MENTALLY HEALTHY WORKPLACE AWARDS

Is your workplace mentally healthy?

Take a look at our awards criteria below. If your place of work is working *towards* these goals – then you are eligible to apply!

Providing a challenging, supportive and positive work environment:

- A work environment where there is a good fit between employees' interpersonal and emotional competencies and the requirements of the position they hold.
- A work environment where employees receive encouragement and support in the development of their interpersonal, emotional and job skills.
- A work environment where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are impending changes.
- A work environment where management takes appropriate action to protect the psychological safety. For example: implementing Guarding Minds @ Work to assess current psychological health and safety in your workplace.

Strengthening the work environment and culture:

- A work environment where coworkers and supervisors are supportive of employees' psychological and mental health concerns, and respond appropriately as needed.
- The degree to which a work environment is characterized by trust, honesty and fairness.
- A work environment where training is provided that improves communication and reduces stigma. For example: a CMHA Kelowna Lunch and Learn series or presentation.
- A work environment where policies and procedures are re-evaluated to ensure that processes for conflict resolution, bullying and harassment, and mental health are clear and current
- A work environment where tasks and responsibilities can be accomplished successfully within the time available.



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A responsible and socially minded employer:

- A work environment where there is recognition of the need for balance between the demands of work, family and personal life.
- A work environment where a healthy lifestyle is encouraged including: healthy eating, physical activity and sleep.
- A work environment where employees are surveyed to find out the causes and organizations that are near and dear to their hearts; putting in place a strategy for fundraisers and volunteer initiatives.
- A work environment where management takes appropriate action to protect the physical safety of employees
- A work environment that connects employees to free mental health resources. For example: Bounce Back, Here to Help BC, and CMHA Kelowna's Family Navigator.

Feeling engaged and sharing success:

- A work environment where employees feel connected to their work and are motivated to do their job well.
- "I have friends at work"*- A work environment where employees are encouraged to get to know co-workers.
- A work environment where employees are included in discussions about how their work is done and how important decisions are made.
- A work environment where there is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner. For example: make employee recognition a regular occurrence - don't forget the small successes.
- Capture your journey to a mentally healthy workplace through photos, stories, and testimonials to share on your website and social media.

*Criteria for CMHA Kelowna's Mentally Healthy Workplace Awards are developed from the [13 Psychosocial factors for psychological health and safety in the workplace.](#)



Canadian Mental
Health Association
Kelowna