

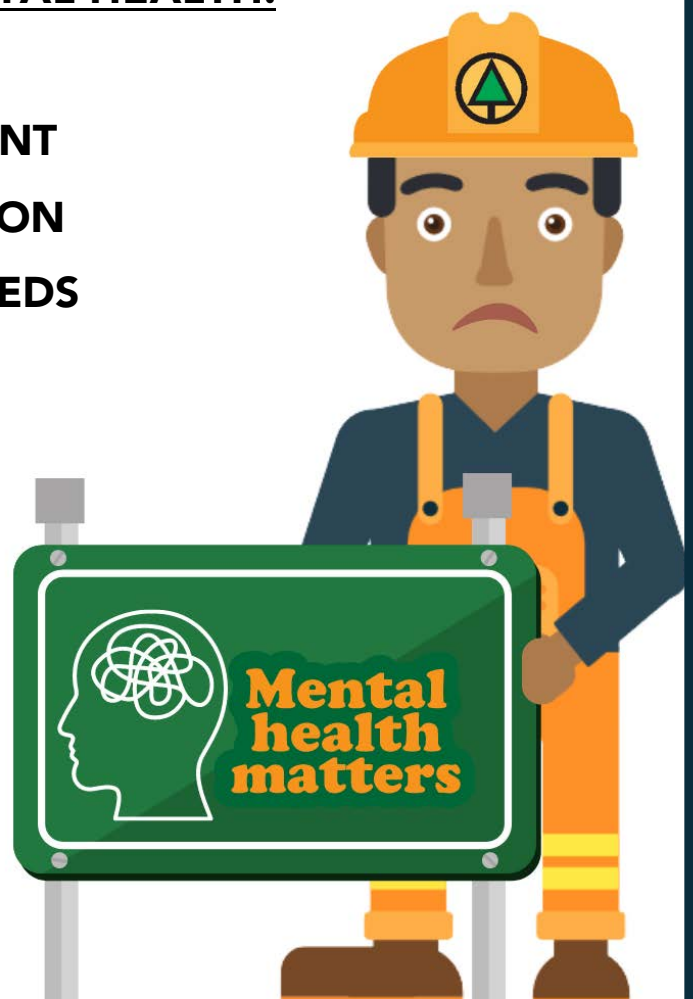
# FIT FOR WORK - MENTAL HEALTH

We often think about physical health when it comes to being fit for work, but mental health is just as important.

In recent years, mental health issues at work have been getting more and more attention. According to the Mental Health Commission of Canada (MHCC), one in five Canadians faces a mental health problem or illness. This means about 500,000 employees are unable to work each week due to mental health issues.

## WHAT TO KNOW ABOUT MENTAL HEALTH:

- RECOGNIZING THE SIGNS
- STEPS FOR SELF - ASSESSMENT
- RELUCTANCE AND HESITATION
- COMMUNICATING YOUR NEEDS





## RECOGNIZING THE SIGNS

Here are some common signs of mental health symptoms:

- **Physical Symptoms:** Fatigue, insomnia, headaches, low energy, stomach issues, changes in eating habits or other physical discomforts, increased use of substances
- **Mental Symptoms:** Difficulty concentrating, memory lapses, slower reaction times, trouble making decisions, struggling with tasks, avoiding social interactions, lack of interest
- **Emotional Symptoms:** Irritability, mood swings, lack of motivation, feeling sad or down, constant anxiety

## STEPS FOR SELF-ASSESSMENT

Checking in on your mental health can help you understand your emotional and psychological well-being. Be honest with yourself about any issues you might be facing. Try these tips to assess your own mental health:

- Reflect on how you've been feeling emotionally and physically
- Notice any changes in your mood, sleep patterns, appetite and energy levels
- Assess how well you're managing daily tasks and responsibilities
- Consider your performance at work and your interactions with family and friends

## RELUCTANCE AND HESITATION

Even though mental health is getting more attention, some people are still hesitant to talk about it. Here is a list of reasons you may be hesitant:

- Fear of being judged or labeled negatively by coworkers
- Worry about being treated differently if people know about your mental health struggles
- Concern about negative consequences like being passed over for job opportunities
- Feeling a personal sense of shame

## COMMUNICATE WITH YOUR EMPLOYER

Talking about mental health at work can be tough, but it's important for your well-being. Here are some tips to help you communicate effectively with your supervisor or employer:

- **Be prepared** - understand your own mental health needs and what you want to communicate. Be clear about whether you're facing a temporary challenge or a long-term condition. Familiarize yourself with your workplace policies
- **Choose the right time** - schedule a private meeting with your supervisor or employer. Avoid the discussion if you're busy or stressed
- **Be honest and direct** - clearly explain your situation and how it affects your work. You don't need to share every detail, just enough to help them understand your needs
- **Offer solutions** - suggest ways you can continue to meet your job responsibilities while managing your mental health

### REMEMBER:

Prioritize your mental health and to seek professional help if you need to.  
It is important that everyone works together to create a supportive  
environment to help eliminate the stigma.

Scan the QR code  
and subscribe to  
BCFSC Crew Talks

