



Space  
to  
learn

Space  
to  
listen

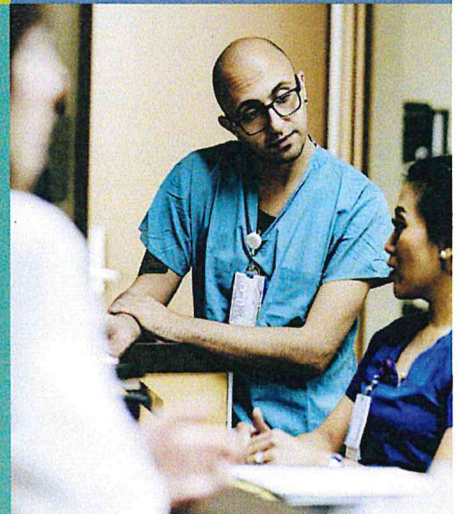
**The system is overwhelmed  
and so is your team.**

Your Health Space is a **FREE** workplace mental health training program for Health Care Workers, Leaders, and Support Staff in Ontario's health care settings. The program includes virtual or in-person live workshops with trainers and self-directed modules. Let's address chronic workplace stress.

Creating  
space for  
workplace  
mental  
health.



Space  
to  
share



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Register your organization today to bring this free program to your workplace: [YourHealthSpace.ca](http://YourHealthSpace.ca)



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## Frequently Asked Questions

### How can I access this program?

Your organization can register for Your Health Space on the **Program** page of [www.YourHealthSpace.ca](http://www.YourHealthSpace.ca). Once your organization has registered, you can speak to the lead overseeing this initiative in your workplace (human resources, your organization's wellness coordinator, or general organizational leadership) to access this training.

### Who is this program for?

Your Health Space provides training for Health Care Workers, Leaders, and Support Staff in the Ontario health care sector. This includes nurses, doctors, personal support workers, human resource officers, chief executive officers, presidents, custodial staff, IT staff, administrative staff, kitchen staff, and security personnel. The program is designed with the holistic view that promoting psychological health and safety in the workplace takes the collective effort of individuals across an entire organization.

### What is the purpose of this program?

CMHA Ontario has seen and heard from those working on the health care frontlines during the COVID-19 pandemic about the many challenges they face. Many of these were long-established challenges exacerbated by the pandemic. With this in mind, CMHA Ontario launched Your Health Space. This program works with health care organizations to support the mental health of their staff by increasing awareness, encouraging authentic conversations, and providing resources and tools to promote psychological health and safety in the workplace.

### How much does it cost to register?

Your Health Space is a free service funded by the Ontario Ministry of Health.



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### How does this program work?

Your Health Space is designed for a health care organization's Health Care Workers, Leaders, and Support Staff, with each provided their own distinct space to participate in the program.

- **Space for Leaders:** When leaders choose to participate in championing mental health it sends a strong signal to all staff that their workplace is committed to promoting psychological health and safety. This is a space for management, supervisors, HR officers, wellness coordinators, union stewards, and other leadership roles.
- **Space for Health Care Workers:** Training in this space consists of self-directed eLearning modules that can accommodate the unique schedules, functions, and roles of Health Care Workers. This is a space for nurses, doctors, personal support workers, social service workers, and other health care workers.
- **Space for Support Staff:** These workshops are designed for custodial, kitchen, IT, security, administrative, and other support staff.
- **Space for Connection:** A space where staff from all levels of an organization can come together. Participants will learn about mental health and the role each employee can play in fostering a healthy workplace that values and respects mental health through policies, practices, and relationships.

### Where does this program take place?

The program takes place via self-directed eLearning modules and in-person and virtual live training sessions. Our team of trainers can travel to your health care setting to facilitate an in-person session. The eLearning modules provide flexibility for Health Care Workers to participate in the program, on their time.

### Is this program available in French?

Your Health Space is available in both English and French.



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**Why should I participate in this program?**

Your Health Space is designed to assist your organization and staff in addressing chronic workplace stress in health care settings. The program can support your organization's existing suite of wellness supports.

**As a Health Care Worker, how will I find the time to work through the modules?**

The eLearning modules are self-directed and designed so that you can complete them at your preferred pace.

**Is Your Health Space a form of therapy?**

Your Health Space provides psychoeducational training and is not a form of therapy. To learn more about the clinician-led and peer support services offered by the Mental Wellness Supports for Health Care Workers suite of services, please visit [www.ontario.ca/page/covid-19-support-people#support-health-care-worker](http://www.ontario.ca/page/covid-19-support-people#support-health-care-worker). These services are free and confidential.

**Will I receive a certificate for completing this program?**

Upon completion of Your Health Space, individuals will receive a digital certificate. Organizations will receive a digital badge upon completion of the full spectrum of programming.

**Does this program include mental health and addictions community-based staff?**

Your Health Space is designed to be applicable to a variety of health care settings in Ontario, including mental health and addictions services, home and community care, hospitals, long-term care, and primary care.

**Is it flexible around shift work for 24/7 program staff?**



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During the registration process, Your Health Space will work with you to create a program proposal that meets the unique needs and schedules of staff in your workplace. Coordinating delivery will therefore occur on a case-by-case basis and depend on each organization's needs. Additionally, the program's eLearning modules for Health Care Workers are designed to be self-directed and flexible, allowing participants in that space to engage with the content at their own pace.

**How can we access the eLearning modules?**

The eLearning modules will become accessible once your organization registers for Your Health Space. To register, please visit the **Program** page.

**When on-site or virtual sessions are provided to a health care organization, is there a set number of optional sessions provided for each organization?**

The number of sessions delivered to an organization is determined on a case-by-case basis during the registration process. We will work with you to meet your organization's needs.

**Is it possible to see a sample workshop to determine if the content would be something our staff would want?**

Yes! Email us at [yourhealthspace@ontario.cmha.ca](mailto:yourhealthspace@ontario.cmha.ca) to discuss workshop offerings with our team.

**Has there been any thought on a "train the trainer" model if some organizations are interested?**

Program delivery is currently centralized and administered by CMHA Ontario's Your Health Space team. Our team of trainers continues to grow, with each trainer able to deliver the program to several health care organizations at a time in their assigned region of Ontario.

**Why do you ask for our organization's budget on the registration questionnaire?**



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Information regarding your organization's total annual budget helps us get a better sense of your organization's size and is also required for reporting purposes. Your Health Space is a free program.

**Can you give us some more information about the duration of sessions, number of sessions, and framework used?**

Session duration and the number of sessions delivered to your workplace can be customized to meet your organization's needs. Your Health Space uses leading practices in workplace mental health and principles from the National Standard of Canada for Psychological Health and Safety in the Workplace. The program offers psychoeducational training for health care organizations in the form of live workshops and self-directed modules. It is not a clinical service.

**What is the background of the program's trainers?**

Our growing team of trainers bring with them decades of experience working in health care, advocacy, and training. Visit the **Your Trainers** page for more information.

**Can student placements and/or our volunteers be included?**

Your Health Space can be accessed by anyone employed by or affiliated with an Ontario health care organization, including student placements and volunteers.



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# Your Health Space

A free workplace mental health service  
for Ontario's health care organizations

## Workshop Catalogue

Creating space for workplace mental health



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## Welcome to Your Health Space

Workplace stressors have been exacerbated by the COVID-19 pandemic, increasing rates of burnout, and placing an unprecedented strain on Ontario's health care system. Your Health Space aims to assist health care organizations in strengthening mental health in the workplace by providing workshops for staff across all levels of an organization.

## Working Together

Your Health Space provides training in many areas related to psychological health and safety in health care settings via free, self-directed eLearning modules and live workshops. Your Health Space is designed to cater to the present needs of employees within your health care organization, with our program offering four unique spaces to help create psychological safety for employees to **learn, listen, share, and connect**.

## Funding

Your Health Space provides services for **FREE** due to funding by the Ontario Ministry of Health through the Mental Wellness Supports for Health Care Workers suite of services. Please visit [Support for Health Care Workers | Ontario.ca](https://www.ontario.ca/support-for-health-care-workers) to learn more about the free and confidential clinician-led and peer support services offered by our system partners.

## Our Spaces

Your Health Space recognizes that health care organizations are diverse in their make-up, with many people in varying roles. We have designed our workshops to target four unique groups in health care workplaces with the following spaces:

- [Space for Leaders](#)
- [Space for Health Care Workers](#)
- [Space for Support Staff](#)
- [Space for Connection](#)

## Workshop Descriptions & Learning Objectives

Read on to learn more about our distinct spaces and the workshops available to support your employees to flourish in the workplace!



## Space for Leaders

We understand that many issues in the health care sector are related to systemic pressures (e.g., budgets, staffing, etc.) that impact the well-being of the teams that leaders need to support. We also understand that organizational leadership is made up of hard-working, committed professionals who genuinely care about their staff and want to see their team members flourish. For these reasons, Your Health Space strongly recommends that organizations begin with our 3-hour workshop for leaders.

For more information on choosing between virtual and in-person learning, please see [Making a choice: in-person or virtual.](#)

## Fostering Well-Being Through Leadership

Your staff are tired, experiencing levels of occupational stress that extend beyond burnout, and are turning to you for support. This workshop is specifically designed for people leaders (team leads, supervisors, managers, executives, etc.) to increase confidence in supporting staff who may be experiencing mental health challenges, while providing a foundation for applying the principles of Psychological Health and Safety (PH&S) in the Workplace. This workshop also dedicates time to presenting effective strategies for how leaders can take care of their own health and well-being.

## Options

This 3-hour live workshop is offered virtually or in-person in the format of your choice:

- Option 1 – Bring leaders together for a single 3-hour workshop
- Option 2 – Bring leaders together for three 1-hour workshops over 3-6 weeks

## Learning Objectives

- Define well-being and explore the role leaders can play in fostering Psychological Health and Safety (PH&S) in the workplace
- Introduce four key psychosocial factors that contribute to PH&S within a health care environment
- Learn and apply the 3-Gear Model, designed to help leaders identify and support employees experiencing mental health challenges
- Identify strategies leaders can utilize to exercise personal resiliency and holistic wellness



## Space for Health Care Workers

The following workshops are tailored to the needs and experiences of health care workers (staff providing direct care to patients, residents, clients, etc.) and are focussed on boosting mental health literacy by building on pre-existing knowledge. These skill-based learning opportunities will expose participants to effective coping strategies to support their own psychological safety and mental well-being in the workplace, while encouraging support between colleagues.

Learnings in our Space for Health Care Workers are offered in two ways to meet the needs of your patient-facing workforce: by access to eLearning Modules with YHS Trainer-facilitated debrief sessions, or by a series of live micro workshops.

For more information on choosing between self-directed and live learning, please see [Making a choice: in-person or virtual.](#)

### Option 1 – eLearning Modules

- Access to seven self-directed online modules (approx. 30 mins each) over an 8-week access period
- Subject matter expert interviews embedded throughout modules
- Learners set the pace with access to resources designed to support deeper learning
- YHS Trainers available throughout the learning process via chat
- Three live, virtual drop-in sessions facilitated by YHS Trainers

### Option 2 – Live Modules

- Three, thirty-minute, interactive micro workshops offered virtually or in-person
- Delivered independently or combined to create a more fulsome learning opportunity for health care staff or in accordance with the needs of your organization
- eLearning Modules available to provide supplementary learning for topics not covered in live sessions
- Please speak to a YHS Trainer to help you develop training specific for your team!



MODULE THEME	DESCRIPTION
Introduction to Psychological Health & Safety in the Workplace	An overview of the 15 psychosocial factors that affect well-being in health care workplaces and an introduction to the National Standard of Canada for Psychological Health & Safety in the Workplace.
Self-Care: Wellness & Flourishing	An overview of the dimensions of wellness, and an introduction to the Dual Continuum Model of Mental Health & Mental Illness to understand well-being & its relationship to the workplace.
Self-Care: Mindfulness	An overview of the components of mindfulness with practical opportunities to examine how mindfulness can be personalized for use at work & elsewhere.
Occupational Stress	Examine the unique stressors experienced by health care workers, learn about the effect of stress on well-being and performance, and explore practical strategies for addressing workplace stress.
Traumatic Stress	Examine how traumatic stress can occur and explore ways for individuals to protect themselves & their colleagues in the workplace.
Compassion Fatigue	An overview of how compassion fatigue manifests in the caring professions and how individuals can address it in the workplace.
Moral Injury	An introduction to the concept of moral challenge in health care, the risk of moral injury, and strategies to approach & address this unique stressor.
<b>*LIVE ONLY*</b> Exploring Psychological Health & Safety (90 minutes)	Designed to build on the <u>introductory micro workshop</u> , participants will be oriented to the two psycho-social factors specific to health care workers and provided with targeted support for two additional factors identified in real-time.
<b>*LIVE ONLY*</b> Burnout: From Exhaustion to Efficacy (90 minutes)	Learn about the components of burnout and examine solution-focused approaches to exercise self-agency in addressing and preventing burnout in the health care workplace.



## Subject Matter Experts

Your Health Space would like to thank the many subject matter experts who contributed to the development of the modules in our Space for Health Care Workers.

### Self-Care: Wellness and Flourishing

- Ekta Hattangady, Social Worker, Psychotherapist and Mindfulness Trainer

### Self-Care: Mindfulness & Moral Injury

- Joanne Jones RN, Director, Nursing Leadership, Kinark Child and Family Services

### Occupational Stress

- Dr. Naheed Dosani, Palliative Care Physician and Health & Human Rights Activist

### Compassion Fatigue

- Eram Chhogala RN, ER Trauma Nurse

### Traumatic Stress

- Francoise Mathieu, Psychotherapist and Executive Director of TEND



## Space for Support Staff

Getting through the pandemic was not possible without the dedication and perseverance of support staff. These individuals worked tirelessly to ensure processes ran smoothly and conditions were kept clean and safe for staff and the public, all while dealing with their own unique challenges of uncertainty and changing routines.

These workshops have been designed to bring support staff together to learn, connect, and build awareness of their unique challenges to strengthen and maintain well-being in the workplace.

For more information on choosing between virtual and in-person learning, please see [Making a choice: in-person or virtual.](#)

### Exploring Psychological Health and Safety

Psychological Health & Safety (PH&S) involves a commitment to supporting employee mental health and fostering well-being in the workplace. This workshop – delivered in your choice of a 90-minute or 2-hour format – will allow participants to explore the factors related to PH&S and enable YHS Trainers to identify and target support for team concerns in real-time.

#### Learning Objectives

- Introduce psychological health & safety and the 15 psychosocial factors
- Explore four factors in-depth (two specific to health care settings + two specific to the team)
- Identify strategies to improve conditions related to these factors

### Embracing Mental Health – Flourishing in the Workplace

Mental health is not simply the absence of mental illness, but rather, something everyone possesses. This workshop is designed to foster awareness of mental health & its relationship to the workplace as well as explore strategies to maintain mental well-being in the chaos of workplace demands.

#### Learning Objectives

- Illustrate the importance of mental health to overall health, and list at least three ways mental health can impact the workplace
- Describe what it means to flourish and languish in the workplace
- Identify three factors that can influence flourishing



## **Managing Stress in the Workplace**

The onset of the pandemic introduced uncertainty, unpredictability, and a continuous need to adapt to change to keep ourselves and those around us safe. This workshop examines workplace stress and its effects on well-being and performance, allowing participants to explore strategies for coping with stress through unique lenses that include locus of control, habit formation, & self-awareness.

### **Learning Objectives**

- Explain how workplace stress can impact mood, emotions, and work performance
- Identify common signs and behaviours resulting from workplace stress
- Recall and operationalize at least two coping strategies to reduce workplace stress

## **Burnout: From Exhaustion to Efficacy**

Through the lens of Maslach's Three Dimensions of Burnout, participants will be exposed to the risks for and causes of burnout. Individual, evidence-based strategies for addressing burnout will be offered to show where individuals can exercise agency to regain energy, empathy, and build confidence.

### **Learning Objectives**

- Define the three dimensions of burnout & their potential impact on work and life
- Identify protective factors for combating burnout
- Explore adaptive coping strategies to manage or mitigate burnout, including peer support



## Space for Connection

The pandemic taught us that there is no health without mental health, and that workplaces are a key ingredient to well-being. These 60–90-minute live workshops challenge health care organizations to bring staff together from all levels to connect, reimagine, and work towards healing as a collective. Participants will learn about mental health and the role each employee can play in fostering a healthy workplace that values and respects mental health through policies, practices, and relationships.

For more information on choosing between virtual and in-person learning, please see [Making a choice: in-person or virtual.](#)

## Challenging Stigma in the Workplace

Stigma continues to be a barrier to speaking up in the workplace about experiences of languishing and mental illness, preventing individuals from seeking support, and acting as an obstacle to cultivating psychologically healthy & safe workplace cultures. In this workshop, participants will explore the impact of harmful language, address myths associated with mental illness, and explore strategies for upholding a safe & inclusive working environment.

### Learning Objectives

- Define the relationship between mental health, mental illness, and stigma
- Analyze language and actions & their potential negative impacts on wellbeing
- List three strategies to decrease stigmatizing language & promote a stigma-free working environment

## Fostering Trauma-Informed Workplaces

Personal & collective trauma can result from ongoing experiences of social injustice, adverse childhood experiences, and shared experiences like the pandemic. Recognizing that each person brings their life experiences to work with them, this workshop introduces participants to strategies to foster a trauma-informed workplace, helping to restore and strengthen psychological health & safety.

### Learning Objectives

- Explore the concept of trauma and its impact in the workplace
- Identify the principles of trauma-informed approaches and their importance in both interpersonal and organizational communication & interaction
- Recall and operationalize at least two interventions to promote trauma-informed approaches in the workplace that promote mental wellness





## Dealing with Grief and Loss

The ripple effects of the pandemic and adapting our lives to living with COVID have caused many of us to experience waves of losses: economic, social, physical, personal, & emotional. In this workshop, participants will gain an understanding of the complexities of grief & loss and learn effective coping skills & a framework for supporting co-workers.

### Learning Objectives

- Explore the role of grief & loss within health care organizations
- Identify strategies to manage personal grief
- Orientation to the 4-R model to support colleagues

## Exercising Mindfulness in the Workplace

Mindfulness involves strengthening self-awareness while accepting the present moment without judgment. In this workshop, participants will learn how to use mindfulness practices to manage stress in the workplace, enhance performance at work, and improve communication.

### Learning Objectives

- Explore the concept of mindfulness in the workplace
- Identify the three components of mindfulness and the role that mindfulness plays in managing stress
- Learn practical strategies to integrate mindfulness into the workday

## Making a choice: in-person or virtual

Choosing whether to offer live workshops either in-person or virtually can be challenging as there are several factors at play. Below, we have listed some considerations to support your organization in making an informed decision to help support the learning needs of your employees.

Asynchronous / Self-directed eLearning	
<ul style="list-style-type: none"> <li>Offered only to people in our Space for Health Care Workers</li> <li>Seven self-directed online modules with an eight-week enrollment period</li> <li>Participants can complete sessions at their own pace on their own time</li> </ul>	
Advantages	Challenges
<ul style="list-style-type: none"> <li>Accessible anywhere – participants can access eLearning modules from home, personal office, shared computer, or mobile device</li> <li>Employs principles of the "flipped classroom," allowing participants to access self-led, 20-minute micro learnings with opportunities to attend live, YHS Trainer-facilitated debrief sessions with colleagues</li> <li>Platform offers flexibility to complete modules over an 8-week enrollment period</li> <li>Participants can access and download resources related to each module topic for the duration of enrollment</li> <li>The chat function in the eLearning platform allows participants to chat with a YHS Trainer to discuss topic-specific learnings or ask questions (responses may take 2-3 business days)</li> <li>Reduced risk for infection transmission</li> </ul>	<ul style="list-style-type: none"> <li>Technical challenges or glitches</li> <li>Limited opportunity to engage in discussion with YHS Trainers &amp; colleagues</li> <li>Risk of computer fatigue due to lack of movement, poor ergonomics, increased screen time, etc.</li> <li>Relies on participant self-motivation to complete modules in the allotted enrollment period</li> </ul>



## Synchronous / Live Virtual Learning

- Training session facilitated live, virtually by YHS Trainers
- Offered via Zoom or Teams (contact a YHS Trainer to discuss other platforms)
- Real-time interaction and collaboration

### Advantages

- Connect to training via Zoom or Teams link
- Accessible anywhere – participants can access live virtual training from home or personal office
- Can be accessed via one shared screen for multiple participants if each participant has a mobile device
- Anonymous engagement options
- Interactive and engaging – YHS Trainers use a variety of tools to engage with participants (e.g. Mentimeter, polls, chat, breakout rooms)
- Reduced risk for infection transmission

### Challenges

- Lack of face-to-face connection (participants are encouraged to turn on cameras and unmute during discussions, but this cannot be enforced) limits ability of YHS Trainers to gauge non-verbal cues
- Potential for environmental distractions
- Risk of computer fatigue due to lack of movement, poor ergonomics, increased screen time, etc.
- Technical challenges or glitches

## Live, In-Person Learning

- Training session facilitated live, in-person by YHS Trainers
- Face-to-face connection between YHS Trainers and participants
- Real-time interaction and collaboration

### Advantages

- Enhanced ability of YHS Trainers to interpret non-verbal cues and gauge the climate of the room, enhancing quality of content delivery
- Organization can provide refreshments to increase participant comfort
- Participants who are on-site can participate during working hours
- Participants are welcomed to chat with YHS Trainers during or after sessions to have questions answered directly
- Anonymous engagement options
- Interactive and engaging – YHS Trainers use a variety of tools to engage with participants (e.g. Mentimeter, polls, chat, small groups)

### Challenges

- Infection prevention & control risks
- Possibility of weather & last-minute cancellations
- Organizations may need to consider additional costs related to room use, cleaning, parking, refreshments, travel time, backfill costs, etc.

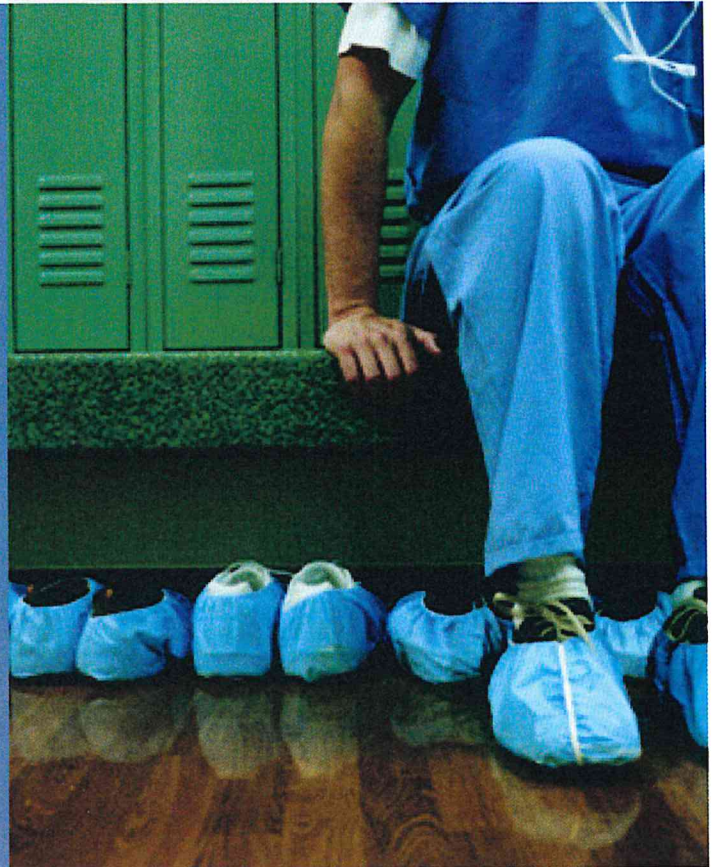


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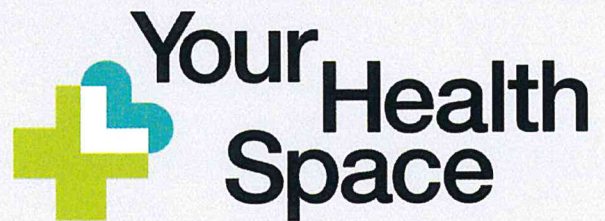
**Your Health Space is part of Ontario Health's Mental Wellness Supports for Health Care Workers suite of services. This system includes clinical and peer support services that are free and confidential.**

**Support is available to anyone who works in a health care setting regardless of role.**

*Now is the time to take care of yourself.*

**For fast access to free and confidential support, visit:**

**[ontario.ca/healthcareworkersupport](http://ontario.ca/healthcareworkersupport)**



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## Why workplace mental health?

Workplace stressors have been exacerbated by the COVID-19 pandemic, exposing health care workers to incidences of moral distress and placing an unprecedented strain on Ontario's health care system. **Your Health Space** is a **FREE** psychoeducational training program that provides health care organizations with resources designed to help address this chronic workplace stress. **Health Care Workers, Leaders, and Support Staff** will participate in training through live workshops and self-directed modules designed to enhance literacy on workplace mental health and psychological health and safety.

## Who is this program for?

-  **Health Care Workers:** nurses, doctors, personal support workers, social service workers, and other health care workers.
-  **Support Staff:** administrative, custodial, security, kitchen, and other support staff.
-  **Leaders:** managers, supervisors, human resources, and other people leaders.

*\*Registration must be completed by organizational leadership or HR.*

Available to those working in



PRIMARY CARE



LONG-TERM CARE



HOME & COMMUNITY



HOSPITALS



MENTAL HEALTH & ADDICTIONS

# Scan to register for this FREE program



## This program

...is funded by the Ontario Ministry of Health and exclusive to Ontario's health care settings.

...embraces a holistic approach. Cultivating workplace mental health takes the collective effort of individuals across an entire organization.

...is delivered through self-directed eLearning modules and in-person or virtual live workshops. Select workshops can be tailored to your organization's unique needs.

...offers organizations and employees a digital badge and certificate, respectively, upon completion of the program.

...is available in both English and French.