

Mental Health First Aid



Overview

Mental Health First Aid training equips employees and management with the skills to support mental wellness in the workplace. It focuses on increasing awareness, recognizing distress signals, and providing immediate support for mental health issues until professional help is available.



How This Course Will Benefit You

This course will transform your approach to mental health in the workplace, empowering you to act confidently and compassionately towards colleagues facing mental health challenges. You'll learn to recognize early signs of mental distress and employ effective strategies to support affected individuals. By fostering a culture of understanding and safety, you'll contribute significantly to reducing stigma and promoting well-being at work. This knowledge is not only vital for creating a supportive work environment but also enhances personal awareness and empathy, making it an invaluable asset in both professional and personal settings.

For more information on our training and workshops, please visit here:

<https://www.insightpsychological.ca/corporate/mental-health-safety-training/>

Course Objectives

Equip participants with essential skills to support and promote mental health safety. This helps them to:

- Enhance understanding of mental wellness and its importance in the workplace.
- Identify risk factors, signs of mental health issues, and immediate response strategies.
- Foster a supportive environment that encourages open discussions about mental health.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

- When - A full/half-day/lunch-and-learn that can be adjusted according to your availability.
- Where - Virtual or on-site options to suit your preference
- Modules - Customized content on wellness fundamentals
- Support Sessions - Regularly timed virtual discussions for ongoing support
- Expert Access - Wellness professionals available as per your schedule
- Evaluations - Continuous progress tracking to meet your goals

Strategies for Reconnecting with Wellness and Self-Care



Overview

Explore the transformative power of self-care and wellness in the workplace with our course. Learn to empower yourself, your employees, and colleagues amid stressful situations and build resilience through tailored strategies and expert guidance. Cultivate a thriving and productive professional community with us!



How This Course Will Benefit You

Participants will emerge with significant advantages, such as:

- Reduced incidents of workplace stress.
- Increased sense of community and belonging
- Enhanced personal wellness and work-life balance
- Improved coping strategies for challenging times
- Supportive network fostering a non-toxic work environment

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Course Objectives

Empower your journey to mental resilience and holistic well-being with these key takeaways:

- Equip with practical self-care techniques
- Foster resilience in personal and work life
- Build a supportive, anti-bullying community
- Empower with tools to manage stress proactively
- Promote wellness as a daily practice

Course Structure

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Recognizing and Supporting Co-workers/Employees with Mental Health Issues

Overview

This course equips individuals to identify and support co-workers with mental health issues, enhancing workplace wellness and safety.



How This Course Will Benefit You

By enrolling in "Recognizing and Supporting Co-workers/Employees with Mental Health Issues," you will gain critical insights and practical skills to foster a supportive and safe work environment. This course teaches you to recognize early signs of mental health struggles, understand the underlying factors affecting mental wellness, and implement effective intervention strategies. You'll learn not only to support colleagues in need but also to contribute to a culture of empathy and safety, enhancing overall productivity and workplace harmony. Whether you're in management or a team member, these skills are invaluable in today's work environment, promoting both individual well-being and organizational health.

Course Objectives

Enhance your understanding of mental health and safety in the workplace through targeted training. This helps them to:

- Increase awareness of mental wellness issues.
- Identify factors contributing to poor mental health and learn responsive strategies.
- Recognize common mental health problems and their signs.
- Apply effective support strategies for colleagues until professional help is sought.
- Promote behaviors that support mental wellness and safety at work.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

- When - A full/half-day/lunch-and-learn that can be adjusted according to your availability.
- Where - Virtual or on-site options to suit your preference
- Modules - Customized content on wellness fundamentals
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Stress Management and Burnout Prevention

Overview

Learn essential strategies to manage stress and prevent burnout, enhancing workplace productivity and personal well-being through effective leadership and psychological safety.



How This Course Will Benefit You

This course is designed to address the critical impact of stress and burnout in the workplace, highlighted by a 2022 global study showing managers' significant influence on employee mental health. Through a blend of theoretical knowledge and practical strategies, you will learn to navigate and mitigate workplace stressors effectively. By fostering psychological safety and addressing mental health proactively, leaders can enhance team productivity, reduce absenteeism, and promote a culture of wellness and support. Whether you're looking to improve your own resilience or to better support your team, this course offers valuable insights and tools for managing stress and preventing burnout, ultimately leading to a healthier, more engaged, and productive workplace.

Course Objectives

Equip leaders and employees with the knowledge to foster a mentally healthy workplace environment. This helps them to:

- Identify and mitigate factors contributing to workplace stress and burnout.
- Develop skills for creating a psychologically safe environment.
- Implement strategies for personal and team resilience and self-care.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Critical Incident Stress Management Training

Overview

Learn to address the psychological impact of traumatic incidents through a comprehensive 2-day or 3-day Critical Incident Stress Management Training. Gain essential skills for individual and group crisis intervention, enhancing resilience and recovery.



How This Course Will Benefit You

This training is vital for professionals across various fields, including emergency services, healthcare, and corporate crisis intervention. By participating, you will develop the knowledge and tools necessary to manage and mitigate the psychological effects of critical incidents on employees and teams. Whether dealing with sudden, traumatic events or ongoing crises, you will be prepared to offer crucial support, promoting mental wellness and facilitating a quicker return to normalcy. The course not only enhances personal resilience but also empowers you to contribute significantly to the recovery and well-being of affected individuals and groups, making a positive impact in high-stress environments.

Course Objectives

Equip yourself with effective crisis intervention techniques for traumatic events. This will help you:

- Understand the fundamentals of Critical Incident Stress Management (CISM).
- Learn to conduct demobilizations, defusings, and Critical Incident Stress Debriefing (CISD).
- Acquire skills for supporting individuals and groups through crisis intervention services.

Learn more here:

<https://www.insightpsychological.ca/corporate/critical-incident-debriefing/>

Course Structure

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Gender Sensitive Support in the Workplace

Supporting Women's Mental Health

Creating an inclusive workplace requires understanding and supporting women's unique mental health needs. This involves recognizing the impact of gender bias, offering flexible work arrangements, and providing access to mental health resources. It's essential to foster an environment where women feel valued, heard, and empowered to seek support without stigma.

Supporting Men's Mental Health

Men's mental health often goes under-discussed in the workplace, needing open dialogue and support.

- Promote awareness and destigmatization of mental health issues among men.
- Encourage men to share their experiences and seek help through mentorship programs.
- Implement training for managers to recognize signs of mental distress and provide appropriate support.

Supporting the Mental Health of LGBTQIA2S+ Members

Supporting the mental health of LGBTQIA2S+ employees requires creating an inclusive and affirming environment. Employers should educate staff on LGBTQIA2S+ issues, ensure the use of correct pronouns, and provide access to supportive mental health resources. Implementing inclusive policies and practices demonstrates a commitment to diversity and fosters a workplace where every employee feels valued, respected, and supported, enhancing overall well-being and productivity.

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Dealing with Compulsive Behaviour Impacting Work

Overview

Learn strategies to manage and support employees with compulsive behaviors, including OCD, in the workplace. This course provides insights into understanding symptoms, fostering an inclusive environment, and implementing effective coping mechanisms.



How This Course Will Benefit You

This course offers essential guidance on supporting employees dealing with compulsive behaviors, improving workplace inclusivity and productivity. You'll learn to identify signs of distress, communicate supportively, and create accommodations that aid in managing symptoms. By fostering a supportive environment, you help ensure all employees can succeed and contribute meaningfully, regardless of mental health challenges. Enhancing understanding and support for compulsive behaviors at work not only benefits individual employees but also strengthens team dynamics and organizational resilience.

Course Objectives

Equip managers and teams with tools to support employees with compulsive behaviors effectively.

- Recognize signs of compulsive behaviors and their impact on work performance.
- Develop supportive communication strategies for discussing mental health.
- Implement workplace adjustments and accommodations for affected employees.

Course Structure

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Dealing with Personal and Workplace Related Trauma

Overview

This course addresses navigating personal and workplace-related trauma, offering strategies for resilience, recovery, and creating supportive environments. Participants will learn to recognize symptoms and implement effective response and treatment methods.



How This Course Will Benefit You

Engaging in this course will empower you with the knowledge and tools to effectively address and support trauma within the workplace. You'll gain insights into recognizing signs of trauma, understanding its impact on work performance and relationships, and applying therapeutic approaches like CBT and EMDR. By fostering a trauma-informed workplace, you can contribute to a culture of empathy, resilience, and productivity, ensuring employees feel supported through challenging times. This course is essential for creating a safe and supportive work environment where every employee has the opportunity to thrive.

Course Objectives

Equip participants with skills to manage and support trauma-impacted individuals in the workplace.

- Identify symptoms of trauma, including emotional and physical responses.
- Understand and apply cognitive behavioral therapy (CBT) and other treatment methods.
- Develop workplace strategies for immediate and long-term support for trauma-affected employees.
- Learn to facilitate group debriefing and individual therapy for enhanced resilience and coping.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Dealing with Grief, Loss, and Transition Difficulties

Overview

This course offers a comprehensive approach to understanding and managing grief, loss, and transition in the workplace. Participants will learn resilience training, recognize signs of distress, and explore effective coping strategies.



How This Course Will Benefit You

By participating in this course, you'll gain valuable insights into the challenges of grief and transition, enabling you to offer meaningful support to colleagues in need. You'll learn how to spot the signs of someone struggling and apply resilience-building techniques to help them navigate their difficulties. This knowledge will not only enhance workplace empathy and understanding but also foster a more supportive and productive environment. Empowering yourself and others to deal with grief and transition can significantly improve team dynamics and overall workplace health.

Course Objectives

Equip participants with the tools to support colleagues facing grief, loss, and transitions.

- Understand the dynamics of grief and loss and their impact on individuals.
- Identify symptoms of grief and transition difficulties in the workplace.
- Implement solutions and strategies to support affected colleagues effectively.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Supporting Those with Developmental and Cognitive Disabilities

Overview

This course provides an in-depth look at supporting individuals with developmental and cognitive disabilities, covering a range of conditions from dyslexia and ADHD to neurodegenerative diseases. It emphasizes understanding, empathy, and practical strategies for assistance in personal and professional settings.



How This Course Will Benefit You

Participating in this course will equip you with the understanding and tools needed to support individuals with developmental and cognitive disabilities. You'll learn to recognize the challenges faced by those with conditions like dyslexia, autism spectrum disorders, and Alzheimer's, and how to apply effective therapeutic approaches. This knowledge is invaluable in creating inclusive environments where every individual has the opportunity to thrive. Whether you're a caregiver, educator, or coworker, this course will enhance your ability to make a positive impact in the lives of those with cognitive disabilities.

Course Objectives

Gain essential knowledge and skills to support individuals with cognitive disabilities effectively.

- Understand the spectrum of cognitive disabilities, including learning disorders and neurodegenerative diseases.
- Learn about various treatment methods, such as acceptance and commitment therapy, behavior therapy, and person-centered therapy.
- Develop strategies to manage symptoms and psychological effects, enhancing self-esteem, reducing anxiety, and combating depression.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Understanding and Supporting Those with Severe, Complex, and/or Co-morbid Mental Health Difficulties

Overview

This course delves into recognizing and supporting employees with severe, complex, and co-morbid mental health difficulties, emphasizing early intervention, specialized therapy, and workplace accommodations to maintain productivity and wellness.

You can learn more here:

<https://www.insightpsychological.ca/corporate/intervention-and-support/>

Course Objectives

Equip participants with skills to identify and support employees facing severe mental health challenges.

- Recognize signs of severe, complex, and co-morbid mental health conditions in the workplace.
- Understand the importance of early, adequate, and appropriate intervention for maintaining employee resilience and productivity.
- Explore specialized counselling/therapy, group support, rTMS, cognitive rehabilitation, and critical incident support as effective interventions.

How This Course Will Benefit You

Engaging in this course will enhance your competence in identifying and supporting employees with significant mental health challenges, ensuring a healthy, inclusive workplace environment. You'll learn about the challenges of mental health issues, including stress, anxiety, depression, and trauma, and the critical role of specialized interventions in recovery. With practical guidance on implementing supportive measures and accommodations, you'll be better equipped to assist employees in navigating their conditions, leading to improved overall well-being, job satisfaction, and productivity within your team.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

- When - A full/half-day/lunch-and-learn that can be adjusted according to your availability.
- Where - Virtual or on-site options to suit your preference
- Modules - Customized content on wellness fundamentals
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Understanding and Dealing with Employees whose work is Impacted by Family Mental Health Issues

Overview

This course explores strategies for managers to effectively support employees dealing with family mental health issues. Learn to balance compassion with maintaining productivity, creating a supportive workplace environment that acknowledges personal crises.



How This Course Will Benefit You

By taking this course, you'll learn valuable techniques for managing employees going through personal crises related to family mental health issues. You'll gain insights into creating a compassionate, supportive work environment where employees feel comfortable sharing their challenges. Understanding how to listen effectively and offer practical support without invading privacy will help you maintain team productivity and morale. This course will also enhance your ability to navigate the balance between supporting an employee's emotional well-being and ensuring work commitments are met, fostering a culture of empathy and resilience within your team.

Course Objectives

Equip managers and employees with skills to support employees facing personal and family mental health crises. This includes:

- Create an atmosphere of compassion to encourage open communication.
- Listen and understand employee needs without prying into personal details.
- Know the workplace support options available and how to implement them.
- Consistently apply policies and check in regularly to manage workload and support needs.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Behaviour Risk Management: Mitigating Risks of Workplace

Overview

This course dives deep into identifying, assessing, and mitigating the risks associated with workplace behavior, including psychosocial hazards. It covers strategies for promoting mental health and safety, managing stress, and supporting employees through challenges both in and outside of work.



How This Course Will Benefit You

Participating in this course will equip you with the knowledge and tools necessary to effectively manage behavioral risks within your organization, enhancing overall workplace safety and productivity. You'll learn to identify specific psychosocial hazards, assess their potential impact, and implement targeted interventions to mitigate these risks. By fostering an environment that prioritizes mental wellness and safety, you'll contribute to creating a supportive, resilient, and engaged workforce. This course is essential for leaders committed to maintaining a healthy, productive workplace environment amidst the challenges of modern work life.

Course Objectives

Master the skills needed to manage and mitigate behavior risks in the workplace. This helps us to:

- Identify psychosocial hazards and assess their risk to employee well-being.
- Implement tailored controls for mitigating identified risks, including design of work and situational training.
- Develop strategies to promote positive mental health outcomes, utilizing resources like EFAP and mental health programs.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

- When - A full/half-day/lunch-and-learn that can be adjusted according to your availability.
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Creating a Psychologically Safe and Accountable Workplace, What is and isn't Psychological Safety

Overview

Explore the concept of psychological safety and accountability in the workplace, understanding trauma's impact on employees and how to create a supportive environment. Learn from sectors already applying trauma-informed practices to enhance employee well-being and productivity.



How This Course Will Benefit You

This course offers invaluable insights into creating a workplace where psychological safety and accountability are prioritized, leading to improved employee engagement and productivity. By understanding the nuances of trauma and its widespread impact, you'll be better equipped to recognize signs of trauma in employees and take proactive steps to support them. Learning from sectors that have successfully implemented trauma-informed practices, you'll gain practical strategies to build a nurturing, safe, and accountable work environment that respects and enhances the human experience. This course is essential for leaders aiming to cultivate a culture of empathy, understanding, and resilience within their organizations.

Course Objectives

Equip participants with knowledge to foster a psychologically safe workplace.

- Define psychological safety and trauma, understanding their significance in the workplace.
- Identify signs of trauma among employees and its effects on behavior and engagement.
- Implement four key steps to develop a trauma-informed workplace that supports employee well-being.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Dealing with Employee Mental Health Issues and the Effects on Their Performance

Overview

This course delves into understanding the mental health continuum, recognizing how shifts in mental health status can significantly impact employee performance. It emphasizes the importance of creating supportive environments that cater to mental wellness for sustained productivity.



How This Course Will Benefit You

Engaging in this course will equip you with the insights and tools necessary to support your team's mental health effectively, thereby enhancing overall workplace performance. You'll gain a deeper understanding of the mental health continuum, learning how to identify early signs of mental strain and apply proactive measures to mitigate their impact. By fostering a culture of mental health awareness and support, you'll not only aid in maintaining stable productivity but also contribute to a healthier, more resilient work environment. This course is vital for leaders committed to nurturing employee well-being alongside organizational success.

Course Objectives

Learn to navigate the challenges of employee mental health and its impact on performance.

- Understand the mental health continuum and its relevance to workplace dynamics.
- Identify signs of mental strain or injury and their effects on employee performance.
- Implement strategies for awareness, prevention, and early intervention to support mental wellness at work.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Leaders - Boundaries, Control, and Self-Care

Overview

This course is designed to address the unique challenges faced by leaders in today's high-pressure work environments. It focuses on the importance of self-care, setting boundaries, and maintaining control amidst the challenges of modern leadership roles, psychological hazards, and workforce diversity.



How This Course Will Benefit You

By participating in this course, leaders will learn to navigate the dual responsibilities of managing their teams and taking care of their own mental and emotional well-being. Understanding the impact of leadership roles on personal health, you'll gain insights into creating a balanced approach to work-life challenges. The course offers practical tools and personalized plans to enhance leadership skills while promoting self-care practices. Ultimately, this will not only improve your effectiveness as a leader but also contribute to a healthier, more productive work environment for everyone involved.

Course Objectives

Empower leaders with strategies for personal well-being and effective team management.

- Assess and improve leaders' psychological health and work stress conditions.
- Tailor a personal care and development plan for cognitive and leadership competencies.
- Implement coaching, counseling, and specific developmental exercises for addressing psychological, cognitive, and leadership challenges.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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Supporting Employees Who Have Experienced Trauma and Grief

Overview

This course provides in-depth guidance on supporting employees navigating the challenges of trauma and grief, focusing on grief work therapy principles, recognizing emotional responses, and facilitating healing and resilience within the workplace environment.



How This Course Will Benefit You

Engaging with this course will equip you with the knowledge to create a supportive work environment for employees dealing with trauma and grief. You'll learn how to approach sensitive topics with empathy, understand the psychological impacts of loss, and implement strategies that foster emotional healing. By incorporating grief work therapy principles and recognizing the signs of trauma, you'll help employees navigate their grief process healthily, contributing to a compassionate workplace culture. This course is invaluable for leaders seeking to support their teams through difficult times, ensuring emotional well-being alongside professional productivity.

Course Objectives

Learn to support employees through trauma and grief with empathy and effectiveness.

- Understand grief work therapy and its application in helping employees process loss.
- Recognize the diverse emotional responses to trauma and grief, including shock, anger, and sadness.
- Employ techniques to honor loss while encouraging gradual movement towards healing and productivity.

Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

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