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Thriving
Together:
Tools for
Workplace
Wellness and
Resilient
Teams

Welcome & Purpose

- We all experience stress at work
 - To increase understanding of workplace wellness, building team resilience and having practical strategies to support mental health
 - Reflection and participation is encouraged as we explore strategies.
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Workplace Wellness

- Defined as
 - an *active pursuit* of physical, emotional, and mental health.
- Three Key areas:
 - Psychological Safety – the ability to freely express your opinions at work without fear (APA, 2024)
 - Work – Life Integration – blending to support well being, productivity and satisfaction
 - Emotional and Physical Health – awareness and action

Workplace Stress and Its Impacts

- Definition

- stress arises when demands outweigh control.
- Common Stressors: workload, time pressures, isolation, conflict and lack of recognition.
- Effects: headaches, fatigue, poor concentration, anxiety, withdrawal
- Burnout risk increases when stress is chronic and unaddressed.

Bouncing Forward – Team Resilience

- collective ability to adapt, recover, and grow stronger during challenges.
- Building resilience involves **connection, clarity, and capacity**.
- **Key Components:** Shared purpose and values, psychological safety, strong communication, adaptability, mutual support

Mental Health Matters

- 1 in 5 Canadians experience mental illness annually; 1 in 2 by age 40.
- \$50 billion cost annually in Canada.
- Investing in mental health has strong ROI — especially workplace programs.

Practical Strategies

Take a Break: movement, fresh air, personal connection.

Daily Gratitude: small wins, journaling, intention setting.

Grounding Strategy: 5-4-3-2-1 sensory check-in.

Positive Self-Talk: shift internal narratives to build resilience.

Model Vulnerability: normalize mental health conversations at work.

Reflection & Next Steps

- Encourage everyone to consider the challenges and how to see opportunities
- How can you expand strategies within the workplace, individually and as an organization?
- Chose a strategy to integrate into work and/or personal life.
 - Wellness is a shared responsibility

Thank you!

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Therapy Services

Developmental Services

Workplace Wellness

Telephone Support