

# Psychosocial Factor 1

## PSYCHOLOGICAL AND SOCIAL SUPPORT

**Psychological and Social Support** is comprised of all supportive and social interactions; at work and between employees and managers; and an employee's awareness and perceptions of organizational support.



### Psychological and Social Support: **Where to Start?**

#### Take Action!



**Talk to your staff** about [mental health](#) and respectful workplace communication at your next team meeting and encourage respect by demonstrating appreciation for others.



**Provide training to help your staff** identify and support other employees with mental health issues (see courses listed under Additional Resources below).



**Invite employees to use resources** such as Health Canada's [Employee Assistance Program](#) (available only for registered organizations) or [your organization's EAP](#) and your organization's Ombudsman or the [Ombudsman office for small organizations](#).



**Develop programs and procedures** with the assistance of your Occupational Health and Safety Advisor to address job-specific risks to psychological health and safety.



**Invite a speaker to share their story** at your next team event by submitting a speaker request to the [Federal Speakers' Bureau on Healthy Workplaces](#).



**Consult the [Disability Management Guidelines](#)** and your Disability Management Advisor for "stay-at-work" guidelines and "[return-to-work](#)" plans to assist those who remain at work while dealing with mental health concerns, and those returning after a mental health related absence.

#### Additional Resources:

- ♦ Canada School of Public Service Courses
  - ♦ [Mental Health: Awareness \(Z041\)](#); and
  - ♦ [Mental Health: Signs, Symptoms and Solutions \(Z067\)](#)
- ♦ Mental Health Commission of Canada Courses - [The Working Mind](#) and [Mental Health First Aid](#)
- ♦ [Joint Learning Program Workshop](#) (only available to the [core public administration](#))
- ♦ Peer-to-Peer services (i.e. [The Mental Health Commission of Canada Peer Support Services](#) or [Peer Support Canada](#)).
- ♦ Your [organization's](#) Mediation Advisor and/or the [Informal Conflict Management System \(ICMS\)](#)
- ♦ [PSHCP website](#) or [Sun Life Financial](#)
- ♦ [National Defence and the Canadian Armed Forces - Road to Mental Readiness App \(R2MR\)](#)
- ♦ [Canadian Centre for Occupational Health and Safety - Mental Health Fact Sheet](#)
- ♦ [Centre of Expertise on Mental Health in the Workplace - Resources for managers](#)
- ♦ [Psychological Support - Workplace Strategies for Mental Health: Facilitator's Guide, Presentation Slides, Facilitator Video, Participant video](#)

To assess each psychosocial factor, you may use the [Organizational Review Worksheet](#) and [Survey Tool](#) provided by Guarding Minds at Work.

Developed in collaboration with the [Centre of Expertise on Mental Health in the Workplace](#).