Supporting Employee Success
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Quick Fire Session, EASNA Institute, Montréal, Qc., April 29th, 2016

What is it for?
- Accommodating Employees with Mental Health Challenges
Who is it for?

- Employees with Mental Health Challenges on the job or returning to work.
- Managers and Supervisors (by law have to accommodate)
- Employers
- Labour representatives
- Health Specialists and Physicians

Why?

- Mental illness is now the leading cause of disability
- Little is known about how best to accommodate
- Accommodation needs vary greatly from one individual to another, from one job to another
- Because of stigma, we are not comfortable discussing these issues
How does it Work?

- Broken down in several different dimensions of any given job
- Helps assess work-related challenges and triggers for emotional and cognitive issues
- Engages parties in a thoughtful approach to finding the right set of accommodations that may best support success for the employee
- Facilitates employee well-being while meeting the requirement for a safe and productive workplace.

How does it Work?

- Open your Moods Magazine at the Centerfold-Page 2
- Employer, Employee and Health Care Professional complete the document in their respective sections.
- Employer and Employee use the filled-out document to discuss the booklet and to create a comprehensive workplace plan to support success.
How does it Work?

- Workplace Supports are addressed
- Additional Comments Section:
  - For employer- allows for exploration of ideas and suggestions from employee that will facilitate supporting the employee.
  - For employer- further suggestions from the health care professional to support success
  - For employee- allows to highlight other job expectations not covered
  - For employee- allows to ask for assistance to meet job requirements

The Conversation!

- Workplace Strategies are discussed
- 6 basic questions invite self-discovery and clarify how best to manage employee performance during this period of recovery or even permanently.
Re-introduction to work

- Anxiety about returning and facing questions or deadening silence is a major obstacle to successful return. Planning and preparing for the re-introduction after an absence can be most helpful.

How Much?

- The tool is free to be downloaded:
  - Workplace Strategies for Mental Health website: workplacestrategiesformentalhealth.ca
  - Graciously offered to all by Great West Life Insurance Company
  - Supported by Mindful Employer Canada:
    - Mindfulemployer.ca
Thank You/ Merci

Presenters’ Coordinates

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