



**MH**



# WE CAN HELP

With Psychological Health at work

## OUR SERVICES

Peer Support Program Development

National Standard - Psychological Health and Safety at work

Corporate Culture Alignment

Training and Workshops for Managers & Unions

Leadership Program for Executives

Contact us : [info@mhic-cism.com](mailto:info@mhic-cism.com)



## DISCOVER HOW TO 'WALK THE TALK' AND ALIGN YOUR ORGANIZATION IN PROMOTING A HEALTHY WORKPLACE

### DID YOU KNOW THAT:

Meeting the National Standard for Psychological Health and Safety in the Workplace is **SIMPLER** than you think!

The National Standard identifies **14 FACTORS** that **RISK** the psychological health and safety of a workplace. MHI helps you determine **IF** and **HOW** these might be impacting your organization:

1. organizational culture;
2. psychological support;
3. clear leadership and expectations;
4. civility and respect;
5. psychological job demands;
6. growth and development;
7. recognition and reward;
8. involvement and influence;
9. workload management;
10. engagement;
11. work/life balance;
12. psychological protection from violence, bullying, and harassment;
13. protection of physical safety; and
14. other chronic stressors as identified by workers.

National Standard -  
Psychological Health and Safety at Work

This service offering will help your organization meet the requirements of: **CAN/CSA-Z1003-13/BNQ 9700-803/2013**

National Standard of Canada

Prevention, promotion, and guidance  
to staged implementation

**What:** Organization-Wide Assessment and Implementation

**Duration:** Tailored to the organization – on average 6 to 9 months

**For whom:** **HR Directors and Vice-Presidents, Organization-Wide Leadership**

**Organizational Challenge Targeted by this Program:** Assess current organizational policies and procedures to determine opportunities for enhancement or new initiatives. Facilitate the implementation of a sustainable action plan to improve compliance with the Standard.





You want to comply but don't know HOW, here is our service:

## Meeting the National Standard for Psychological Health and Safety in the Workplace

Human Resource executives tell us that the thought of complying with the Standard seems complex and overwhelming. Partnering with MHI to do this work simplifies the process and provides concrete and measurable benefits.

The MHI team dedicated over a year of study to the details of the Standard with oversight by one of the key members of the group that developed the Standard. The design of our process and methodology allows clients to engage in a full assessment and implementation, or to select from a suite of services that complement their existing strategy. Our goal for all projects is that the client becomes self-sufficient and has solid processes that can be managed internally to ensure sustained compliance with the Standard.

**We follow a 4 phase process to complete a full analysis of the current situation and provide a comprehensive action plan for the way forward towards greater compliance with the Standard:**

- **Phase I – Discovery / Initial review of corporate policies, workplace health initiatives, and identified challenges. The outcome determines if this work and MHI are a good fit for the client organization.;**
- **Phase II - Comprehensive Review and Analysis of existing programs and services;**
- **Phase III – Risk assessment / Needs Analysis and Readiness evaluation;**
- **Phase IV – Data Analysis and production of Way Forward report.**

**A unique aspect of MHI's approach is how Phase 3 is conducted.** A series of employee engagement sessions are organized and conducted in order to obtain qualitative information to enhance the data set that will be analyzed in order to establish risks and gaps regarding the standard.

**While MHI values quantitative data obtained in traditional surveys, it has been our experience that face to face engagement produces unique results that allow organizations to rapidly identify the tangible actions that need to take place in order to have a positive and meaningful effect on the workplace.**

**Join other organizations that value psychological health. Contact us to act now!**