



# IMPROVING WELLNESS IN THE WORKPLACE: PATHWAY TO COPING & MENTAL FITNESS PRACTICE

**WORK SAFE.  
FOR LIFE.**  
WORKERS' COMPENSATION BOARD OF NOVA SCOTIA

 **UNB**  
EST. 1785  
UNIVERSITY OF NEW BRUNSWICK



# THE IMPACT OF MENTAL HEALTH ON THE WORKPLACE

**\$50 billion**

estimated annual cost to Canadian economy

**\$42.3 billion**

spent on treatment in 2011

**1 IN 4**

Canadian workers describes their lives as stressful

**60%**

of workers experience stress daily at work

Organizational success depends on what your employees think and then do—in that order. Mental health is the top reason for workers to be on short-term disability leave, and the cost of chronic illnesses is also rising.

## PATHWAY TO COPING

According to Bill Wilkerson, co-founder and CEO of Global Business and Economic Roundtable on Addiction and Mental Health, stress and mental health issues have exploded in the workplace. These issues are costing Canadian businesses an estimated \$33 billion a year in lost productivity and staff turnover. Research indicates that coping skills are the lead indicator for predicting employee engagement and health.

Many people have never learned how to cope effectively, but the good news is coping skills are teachable. **Pathway to Coping** provides an opportunity for individuals to develop their coping skills following a structured developmental program.

## COURSE FEATURES

- Offered completely online
- Takes 15-18 hours to complete
- Includes two complimentary e-books
- Participants will receive a Letter of Participation from UNB upon completion
- Access to course is available for 2 years

## OBJECTIVES

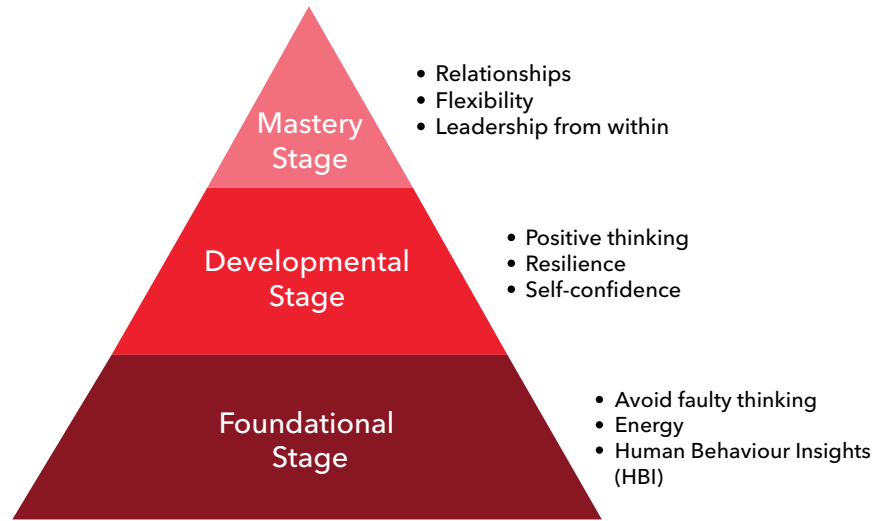
The key objective is to get participants on the journey to being able to cope better with stressful situations so that they can make better choices.

Nine modules expose participants to a combination of resources and skills to help get them on the right pathway to coping.

Coping skills include problem-solving, decision-making, interpersonal skills, flexibility, impulse control, empathy, relationship skills, optimism, and positive thinking. Developing these skills takes self-determination. The course includes a self-assessment, active learning, and an evaluation process.

Topics include:

- Avoiding Faulty Thinking
- Self-Confidence
- Energy
- Relationships
- Human Motivation Insights
- Flexibility
- Positive Thinking
- Leadership from Within
- Resiliency



## **COST**

\$89 +HST

## **OUTCOMES**

### **BENEFITS TO EMPLOYERS:**

- Provide a supportive social environment encouraging employees to seek help
- Create an engaged workforce that is motivated to succeed
- Reduce absenteeism and turnover rates
- Build positive employee/employer relationships where employees want to come to work
- Enhance both the psychological and physical health of your employees which will lead to higher employee job satisfaction and increased productivity

### **BENEFITS TO INDIVIDUALS:**

- Develop new, more adaptive ways of coping
- Get ahead personally and professionally
- Find peace
- Improve relationships

# MENTAL FITNESS PRACTICE

In 2010, more than one in four Canadian workers described their everyday lives as highly stressful, meaning that nearly 3.7 million working adults went through a normal day feeling a high level of stress, and an additional 6.3 million identified as being somewhat stressed.

The rates of stress have continued to increase since 2010. A recent study done by Benefits Canada magazine found that 58% of respondents reported feeling job-related stress on a daily basis.

The **Mental Fitness Practice** online course is an opportunity for participants to develop the foundational knowledge and insights required to create a personal mental fitness plan. Creating a mental fitness plan can help to build a mental fitness practice that will have a positive impact on mental health, as well as workplace engagement and productivity.

## COURSE FEATURES

- Offered completely online
- Takes approximately 4 hours to complete
- Participants will receive a Letter of Participation from UNB upon completion

## OBJECTIVES

This course will:

- Explain the concept of mental fitness
- Demonstrate how mental fitness can positively support mental health
- Encourage the development of a personal mental fitness plan

Topics include:

- The Benefit of Mental Fitness
- The Link Between Stress and Mental Fitness
- Building Mental Fitness
- Micro-Skills that Build Mental Fitness
- A Personal Mental Fitness Plan

## COST

\$59.50 +HST

# OUTCOMES

## BENEFITS TO EMPLOYERS:

- Improve employee mental health, increasing creativity and productivity
- Enhance your organization's competitive strategy by incorporating mental fitness
- Reduce sick days, improve focus, and increase resilience
- Create a supportive environment for employees

## BENEFITS TO INDIVIDUALS:

- Reduce mental health risk and stress
- Develop micro-skills to improve coping mechanisms
- Learn to treat issues to reduce impact
- Develop a personal mental fitness plan

## ABOUT THE INSTRUCTOR

**Dr. Bill Howatt**

**CEO & Founder of Howatt HR**

**Ph.D., Ed.D., Post Doc UCLA Semel Institute  
for Neuroscience and Human Behaviour**

Dr. Bill Howatt is the founder of Howatt Human Resources Consulting and an international expert in Workplace Psychological Health and Safety.

He is a highly sought-after speaker on leadership, mental fitness, and creating inclusive, psychologically healthy and safe workplaces. A behavioural scientist, he is passionate about supporting employees and leaders to create thriving workplaces.

Dr. Bill's 30-plus years of professional experience includes providing services in clinical mental health, teaching courses for colleges and universities, being a committee chair, and filling various senior leadership roles in Canada and the United States, including the Wall Street financial district. His firm provides HR consulting globally, focusing on employees' psychological safety.

Dr. Bill has published over 60 books and 600 articles and regularly contributes to workplace mental health research like WSPS [Moving to Action: Implementing Workplace Safety and Prevention Services' Mental Harm Prevention Roadmap](#) and Boston Consulting Group's recent study, [The Next Frontier of Workplace Culture](#), viewed by over 30 million readers.

He is the founder of [www.MFIQinc.com](http://www.MFIQinc.com) and creator of the University New Brunswick's [Certificate in Psychologically Safe Leadership](#). He publishes a weekly workplace mental health newsletter for leaders and workers called [Exploring Workplace Mental Health](#).







# CONNECT WITH US

Questions? Need advice? We're here to help.

**University of New Brunswick**

506-453-4694

1-888-259-4222

[customerservice@unb.ca](mailto:customerservice@unb.ca)

[go.unb.ca/wcb-ns](http://go.unb.ca/wcb-ns)

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