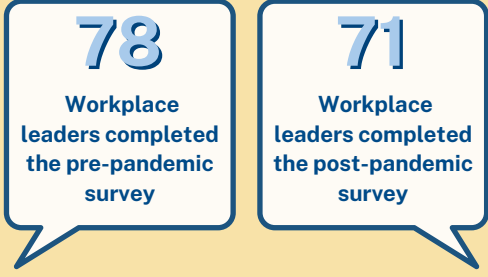


MENTAL HEALTH IN THE WORKPLACE

NEEDS ASSESSMENT SURVEY RESULTS

From November 2022 to March 2023, Superior Mental Wellness @ Work and EPID@Work Research Institute surveyed workplace leaders in Thunder Bay and district to get a picture of their perceptions and needs when it comes to mental health in the workplace. This is how the survey results compare to a very similar survey conducted in 2018.

Who completed the survey?

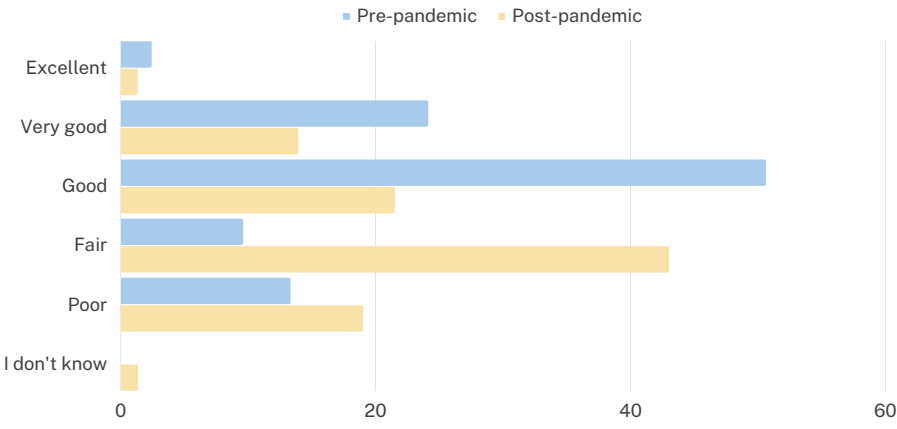


Survey participants in both pre- and post-pandemic surveys were predominantly from the following sectors:

- #1** Health care and social assistance
- #2** Educational services
- #3** Professional, scientific and technical services (tied with Public Administration)



How would you rate employee mental health in your workplace environment?



Workplace leaders perceived that negative mental health stigma in the workplace worsened post-pandemic.

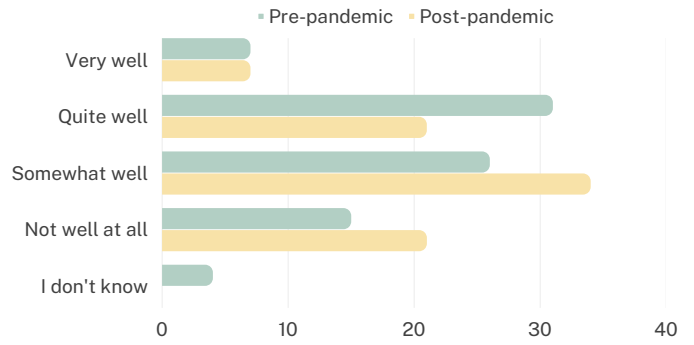


Compared to pre-pandemic, there was a significant increase in respondents who said that employee mental health is a top priority for their organization.

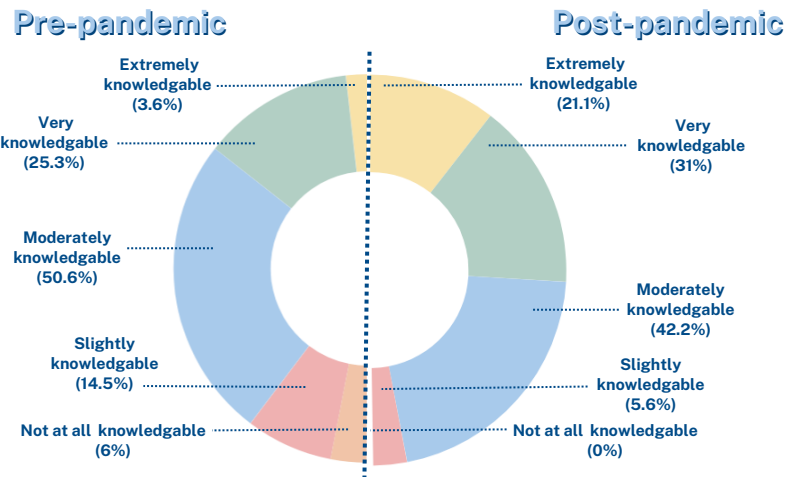
4.8% of respondents felt employee mental health was a top priority pre-pandemic

20.5% of respondents felt employee mental health was a top priority post-pandemic

At this time, how well do you think your organization is doing in its efforts to address workplace mental health?



Knowledge is increasing about mental health in the workplace.

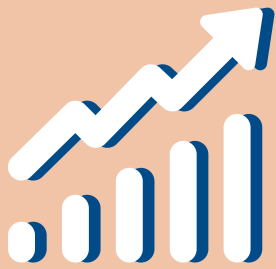


Participants in the pre-pandemic group generally viewed themselves as being moderately knowledgeable about mental health challenges in the workplace, whereas the post-pandemic group generally viewed themselves as being very to extremely knowledgeable.

Post-pandemic, respondents said they were most interested in learning about the following three topics:

- #1** Addressing chronic high stress and burnout
- #2** Mental health promotion and prevention strategies
- #3** Accommodation of staff with mental illness

Workplace leaders have knowledge about mental health resources, but need programs tailored to their needs.



Pre-pandemic, the majority of participants reported being **slightly knowledgeable** of existing resources to support mental health in the workplace, compared to the post-pandemic group, which reported being **moderately to very knowledgeable**.

Post-pandemic: What are your preferred methods for learning about mental health in the workplace? (Top four responses)

- #1** Webinars and online resources
- #2** In-person presentations, panels or workshops
- #3** Training modules
- #4** Printed information materials (fact sheets, pamphlets)

Post-pandemic: What workplace mental health resources and programs are utilized in your organization? (Top four responses)

- #1** Employee assistance programs
- #2** Supports offered through employee benefits programs
- #3** Webinars and online resources
- #4** Employee-specific programs

vs.

Visit

SuperiorMentalWellnessatWork.com for information and resources on promoting mental health in the workplace and helpful mental health services nearby.



Conclusions

- Workplace mental health is more important to employers now than before the pandemic
- Employers are reporting high levels of mental health concerns, stigma, and challenges in the workplace
- Employers are becoming more knowledgeable about mental health, its promotion and available resources
- Next steps are to fill these gaps and identify/develop resources addressing chronic stress and burnout

Limitation

- A limitation of the study is that the two survey samples were both a random sample of the population; therefore the same individuals did not necessarily respond to both surveys meaning we can not attribute the differences between the samples directly to the pandemic.