We hope that you find these resources helpful.

Mental Health Wellness Organization Self-Assessment

Does your organization offer tools or support to positively influence any of these factors for your employees?

- ☐ High demands at work
- ☐ Lack of positive feedback
- ☐ Contradictory instructions
- ☐ Time pressure
- ☐ Toxic atmosphere at work (e.g. bullying)
- ☐ Lack of freedom to make decisions
- ☐ Lack of influence on work organization
- ☐ Few opportunities to participate
- ☐ Low autonomy/right to contribute opinions
- ☐ Unclear Hierarchy
- ☐ Pressure from superiors
- ☐ Increasing responsibility/Moving the goalpost
- ☐ Poor work organization
- ☐ Lack of resources (personnel, funding)
- ☐ Problematic institutional rules and structures
- ☐ Lack of perceived opportunities for promotion
- ☐ Lack of clarity about roles
- ☐ Poor teamwork
- ☐ Absence of social support
- ☐ Poor internal communication

What factors limit your ability to provide an environment that promotes and supports mental health?

Return to Calm

A QUICK GUIDE

4 Look slowly around the room (or wherever you are) and notice <u>four things blue or green</u>.

3 Now notice <u>three different physical sensations</u> happening right now in your body.

2 Now listen for <u>two different sounds</u>.

1 Now notice <u>one slow, easy breath.</u>

Mental Health Wellness Individual Self-Assessment

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Have you noticed your professional function has been negatively impacted in any of these ways?

Job Performance

- ☐ Decrease in quality
- ☐ Decrease in quantity
- ☐ Low motivation
- ☐ Avoidance of job tasks
- ☐ Increase in mistakes
- ☐ Setting perfectionist standards
- ☐ Obsession about details

Morale

- ☐ Decrease in confidence
- ☐ Loss of interest
- ☐ Dissatisfaction
- ☐ Negative attitude
- ☐ Apathy
- ☐ Demoralization
- ☐ Lack of appreciation
- ☐ Detachment
- ☐ Feelings of incompleteness

Interpersonal

- ☐ Withdrawal from colleagues
- ☐ Impatience
- ☐ Decrease in quality of relationship
- ☐ Poor communication
- ☐ Subsume own needs
- ☐ Staff conflicts

Mental Health Wellness Individual Self-Assessment

Behavioral

- ☐ Absenteeism
- ☐ Exhaustion
- ☐ Faulty judgement
- ☐ Irritability
- ☐ Tardiness
- ☐ Irresponsibility
- ☐ Overwork
- ☐ Frequent job changes

Personality Traits

- ☐ Perfectionism- High (idealistic) expectations of self, high ambition
- ☐ Suppression of Needs- Always wanting to please other people
- ☐ Inability/Unwillingness to delegate- Feeling irreplaceable
- ☐ Becoming overburdened- Hard work and commitment to the point of overestimation
- ☐ Work is a substitute for social life- Work as the only meaningful activity
- ☐ Performing for others rather than enjoying the work- Strong need for recognition

What factors limit your ability to adjust in these areas to create a positive mental health foundation?

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Additional Resources

Self-Care Tools according to Professional Quality of Life (ProQol)
https://proqol.org/self-care-tools-1

Mental Health in the Workplace according to the Center for Disease Control (CDC)
https://www.cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health/index.html

Mental Health at Work according to the World Health Organization (WHO)
https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work

Mental Health at Work according to the U.S. Department of Labor
https://www.dol.gov/general/mental-health-at-work

The Future of Mental Health at Work is… according to the Harvard Business Review
https://hbr.org/2023/10/the-future-of-mental-health-at-work-is-safety-community-and-a-healthy-organizational-culture

Mental Health Resources according to Insight Counseling Centers
https://insightcounselingcenters.org/resources/

For professionals in the health field, here is an assessment meant to measure mental health
https://proqol.org/proqol-health-measure

Be Well!