Your Health Space

Canadian Mental Health Association Ontario

E-Learning Course Descriptions

COURSE 1 WELL-BEING AT WORK

Laying a foundation of psychological health & safety in the workplace, Well-Being at Work encourages learners to reflect on and identify how they can contribute to and improve their mental well-being in the workplace.

Psychological Health & Safety Module

An overview of the 15 psychosocial factors that affect well-being in healthcare workplaces with an exploration of how participants can support their own psychological well-being through different dimensions of wellness.

Flourishing and Wellness Module

An introduction to the Dual Continuum Model of Mental Health & Mental Illness to better understand well-being & its relationship to the workplace through the lens of positive psychology.

Mindfulness Module

Examine how the practice of mindfulness can be personalized for use at work to cope with workplace stress.

Live, Virtual Skill Building Sessions:

- Dimensions of Wellness - Teaches the importance of caring for the whole self, helping learners create a plan to address each dimension of wellness.
- PERMA Model - Introduces a tool to allow learners to explore each component of PERMA, encouraging the application of the PERMA model to the workplace.
- S.T.O.P. Technique - Introduces and provides opportunity for learners to practice a mindfulness grounding strategy.

COURSE 2 NAVIGATING STRESS AT WORK

Encouraging recognition of workplace and systems factors that contribute to experiences of stress in the health care workplace, Navigating Stress at Work focuses on the effects of stress on well-being and performance, exploring practical strategies for addressing workplace stress and burnout.

Occupational Stress Module

Examine the unique stressors experienced by healthcare workers, learn about the effect of stress on well-being and performance, and work through a practical 4-step model to address work-related stress.

Burnout Module

Examine the three components of burnout, associated risk and protective factors, and explore practical strategies to protect from burnout.

Live, Virtual Skill Building Sessions:

- SMART Goals - Participants learn to set realistic goals, make & track progress toward reaching goals, and celebrate achievement in the workplace.
- Job Demands - Resources Model - Encourages learners to identify and leverage personal and workplace resources to address stress at work.
- Circle of Influence - Participants learn to decrease stress and improve their sense of control by considering their stressors through Covey's Circle of Influence.

COURSE 3 CONTINUING TO CARE AT WORK

People often feel drawn to health care work because they care. However, few health care workers receive training regarding the skills needed to protect themselves from the emotional burden of caring work! Continuing to Care offers participants the opportunity to enhance self-awareness by exploring signs and symptoms of compassion fatigue, traumatic stress, and moral injury, while exploring strategies to ensure empathy remains at the centre of care.

Compassion Fatigue Module

An overview of how compassion fatigue manifests in the caring professions and how health care workers can address it in the workplace.

Traumatic Stress Module

Examine how traumatic stress can occur and explore how health care workers can protect themselves & their colleagues by prioritizing psychologically safe practices.

Moral Distress Module

An introduction to the concept of moral challenge in health care work, the risks of moral distress and injury, as well as strategies to address this unique stressor.

Live, Virtual Skill Building Sessions:

- Zones of Empathic Strain - Encourages learners to identify their personal warning signs of compassion fatigue by reflecting on what they might be thinking, feeling, saying, and doing in each zone.
- Low-Impact Debriefing - Teaches the importance of creating a workplace culture that seeks to avoid causing secondary traumatic stress through a communication model known as Low-Impact Debriefing.
- 4A Model - Invites learners to apply the 4A Model (Ask, Affirm, Assess, Act) to address moral injury through a morally challenging case study.