

Mental Issue: Working through It Part 2

Referring Individuals

Suggested wording so you can sensitively recommend *Working Through It* to an employee who appears to be struggling with a mental health concern.

SUMMARY: When employees are struggling with mental health issues, you may be concerned about invading privacy or being seen as harassing. *Working Through It* is a resource that provides employees with practical strategies for personal coping strategies at work, off work and returning to work. Below are tactful suggestions for referring your employees to this resource.

Making the referral

Working Through It speaks directly to people struggling with mental health issues through videos and related resources. Review this resource yourself to make it easier to recommend it to your employees.

Every situation is unique depending upon your history with the employee, the nature of your relationship, and current circumstances. Here are a few ways of referring employees to *Working Through It* that you may want to adapt for your own use.

Mental health issues

"Sometimes things can seem overwhelming. There is a resource that includes videos of people who have gone through tough times at work, talking about how they coped, and what they did to get back to a place of wellness. I can send you the link to Working Through It if you want to see if any of their strategies might be useful for you."

Disability leave

"It can be hard to navigate the disability system, especially when you are not feeling well. I heard about a resource called Working Through It where someone from the insurance industry talks about how to get help filling out the paperwork, how to respond to the letters and how to make things happen more smoothly. Do you want me to send you the link?"

Returning to work

"Before you return to work, you may want to hear about how some other people found a way to return successfully that was healthy for them. Working Through It includes their stories, and speaks about creating a plan that works for you, talking to co-workers, helping your supervisor help you and coping with any workplace stressors. Would you like me to send you the link?"

Co-worker issues

"It can be tough to work through these types of issues, and the impact on workplace relationships. There is a resource called Working Through It where they share approaches to dealing with gossip, conflict and other issues in the workplace. I can send you the link to it if you want to have a look."

Job insecurity

"I remember hearing people in one of the videos on Working Through It talk about how they dealt with the worry of losing their jobs. They share ideas for dealing with debt issues or replacing income when unemployed."

Working Through It is an initiative of [Mental Health Works](#) and the [Mood Disorders Association of Ontario](#), funded through The Great-West Life Assurance Company's national corporate citizenship program in support of the Great-West Life Centre for Mental Health in the Workplace.