

| Goal | Program | Health Promotion Approach | Activities | Timeline | Partners | Process Indicators | Outcome Indicators |
|---|--|---------------------------------|--|-----------|---|---|--|
| To create a more resilient and mentally supportive workplace | Awareness campaign on resiliency and burnout | Awareness raising | Handout pamphlets, put up posters and send out information with employee pay stubs | Sept-Dec | Canadian Mental Health Association Marketing Dept. | # of posters put up # flyers handed out # pay stub information sent out % people aware of resiliency (pre) | % or people aware of resiliency and efforts to improve post |
| | Improve resiliency skills in employees | Education/Skill Building | Individual counselling available for employees | Ongoing | Counsellors | # employees attending counselling sessions | Participant satisfaction levels |
| | Improve management's skills in identifying and alleviating employee stress. | Education/Skill Building | Educational sessions on supportive mental health practices | Sept-Dec | Employee Assistance Program provider (EAP) Outside consultants | # management who take workshop | Employees reactions to new management practices |
| | Improve the physical environment to alleviate stress. | Environmental supports | Designates space where employees can conduct mindfulness sessions or participate in yoga | Sept-Sept | Senior Management Space Planners | Space designated for employees to relax | # employees who are using the space |
| | Improve the overall culture to help employees manage their stress and work levels. | Advocacy and policy development | Develop and obtain approval of a policy of no work e-mail use from 8 pm – 6 am | Sept-Sept | Senior Management | 1 policy drafted and approved | % employees satisfied with the policy % employees who say it is improving their work-life balance and stress levels |