

Goal	Program	Health Promotion Approach	Activities	Timeline	Partners	Process Indicators	Outcome Indicators
<b>To create a more resilient and mentally supportive workplace</b>	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)	% of 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