The Mental Health Continuum - for Faculty and Staff



Mental health can fluctuate based on unique circumstances, life events, choices and/or behaviors, all of which may be within or outside of our control. The Mental Health Continuum Model recognizes the wide range of mental and physical health challenges that may impact a person's life. The Continuum's bi-directional arrows highlight that mental health is not static or linear but fluctuates over time. Regardless of where we find ourselves on the Mental Health Continuum, there is always the possibility of returning to full health. Generally, the earlier support is accessed or provided, the easier it is to move from away from Crisis to Thriving (The Mental Health Commission of Canada).

This is not a diagnostic tool, but can be used to reflect on your own mental health. Becoming familiar with the warning signs and indicators of mental health problems or mental illness, as well as the skills and resources associated with each phase of the continuum, can help you to be better equipped to support your mental health or to reach out for support.

THRIVING	SURVIVING	STRUGGLING	IN CRISIS
Normal fluctuations in mood and energy levels Normal (for you) sleep patterns Consistent work performance Typical (for you) social engagement No noticeable impacts from substance use or addictive behaviours Living well in recovery from illness (chronic, physical, mental)	 Nervousness, irritability, sadness, displaced sarcasm Trouble sleeping Tired/low energy, muscle tension, headaches, changes in appetite or concentration Procrastination on work tasks, missed deadlines, easily distracted or loss of focus Changes in typical social engagement (more or less), interpersonal conflicts Performance and/or interactions becoming impacted by substance use or addictive behaviours 	 Worry, agitation, anger, pervasive sadness, or hopelessness Restless or disturbed sleep Fatigue, aches and pains, significant changes in physical health, appetite Decreased performance, apathy or negative attitude, increased work absences Social avoidance, withdrawal or inappropriate social behaviours Substance use or addictive behaviours regularly impacting work performance or interpersonal relationships 	 Excessive anxiety, easily enraged, emotional outbursts feel depressed Suicidal thoughts and/or intentions Unable to fall or stay asleep Exhaustion, burnout, deterioration of physical healt Unable to perform work dutie absenteeism, disorganized thinking Threatening, aggressive, destructive behaviour (toward self or others) Isolation, avoidance Dependence on substance use or addictive behaviours that regularly impact work performance or interpersonal relationships
	Actions	s to Take	
Educate yourself on available wellbeing and mental health resources and supports Regularly check-in with yourself to recognize changes or deviations from baseline thoughts, actions, behaviours Identify and nurture support systems in and outside of work Maintain a healthy lifestyle Break problems, challenges or complex tasks into manageable chunks	 Utilize wellbeing and mental health supports as needed Recognize your limits and set boundaries Engage in healthy coping strategies that make sense for you Speak to your supervisor about how they can best support you Get adequate rest, food, exercise Identify and minimize stressors where possible Identify harmful systems or structures creating barriers to access, success, support 	 Engage with relevant wellbeing and mental health support programs Identify and understand your own signs of distress Talk with a trusted person from your support system or community Seek support from a health care provider (including psychological supports) Seek social support instead of withdrawing Utilize workplace accessibility, accommodation, and advocacy programs 	 Connect with mental health crisis supports as needed Seek consultation and support from workplace and community programs as needed Consider taking time away frowork Follow any relevant health carprovider recommendations Focus on regaining physical amental health

	THRIVING	SURVIVING	STRUGGLING	IN CRISIS		
Description	Education, training, programs, and supports literacy, and psychologicall		Information and services to help faculty and staff navigate mental health challenges, accessibility, or disability in the workplace.			
UBC Programs,	Faculty and Staff Mental Health Resources					
services & resources	Employee and Family Assistance Program					
	Employee Benefits including Life Events and Provisions for Psychological Services					
	Respectful Dialogue Guide					
		Centre for Workplace Accessibility		<u>Long Term Disability</u>		
		Sexual Violen	nce Prevention & Response Offices: <u>Vancouver</u> and <u>Okanagan</u>			
	Wellbeing workshops and courses		Assisting Colleagues in Distress (UBC's Orange Folder)			
	Workplace wellbeing services	s - <u>Vancouver</u> and <u>Okanagan</u>	Stay at Work/Return to Work - Vancouver and WRAP - Okanagan			
	Identity-based connection and support		Human Rights Advising			
	<u>Vacation and Leaves</u>		Paid Sick Leave and Unpaid Sick Leave			
	Child care services: <u>Vancouver</u> and <u>Okanagan</u>					
	<u>Ergonomics</u> – training and workshops	Ergonomic Assessments: \	<u>/ancouver</u> and <u>Okanagan</u>			
	<u>Not Myself Today</u> - an anti-stigma initiative					
	Small grants - e.g. <u>Healthy Workplace Initiativ</u>	tiatives Program and <u>Wellbeing Strategic</u> es Fund				
	<u>UBC Thrive</u> - mental health li	iteracy awareness campaign				
	<u>Travelling Health Fair</u> - Vancouver only					
	Recreation Opportunities - e.g. lunchtime walks, facilitated movement breaks					
	Faculty and Staff Sports Day: <u>Vancouver</u> and <u>Okanagan</u>					
	<u>Pick Your Peak Stair Challenge</u>					
	<u>Career Development at UBC</u> - courses and training					
	<u>Tuition Waivers</u>					
	<u>Healthy UBC Newsletter</u>					
	Volunteer opportunities - UBC's United Way Campaign: <u>Vancouver</u> and <u>Okanagan</u>					