

## WHY HOP ON TO THE HOT AIR BALLOON?

To discover new points of view, to see things differently and improve your quality of life at work!

Most work places are going through change right now. Any change, wanted or not, enjoyable or not, small or not, provokes stress. New work methods, new equipment, structural reorganization, a change of position, staff reduction, sick days, etc.

Within such a context, we need to help create resilient work spaces, and establish strategies aimed at improving the well-being of both managers and employees.

Consulting staff and taking results into account, informing and being informed, managing teams, and acknowledging the strengths and creativity of every staff member are a few ways of contributing.



61% of generation Z (1997-2009) says that quality of life at work has become more important than salary<sup>1</sup>.

Following an initiative aimed at increasing well-being, 51% of employers noticed an increase in employee morale and a 40% reduction in absenteeism<sup>2</sup>.

Check off the steps you already take, either on your own or in a group, or the ones that you would like to add to your strategies toolbox.

## QUIZ

Have fun by answering the questions. You'll recognize some of your strengths, coping strategies and contributions to wellness at work.

## DISCOVERING OURSELVES, DISCOVERING OTHERS, DISCOVERING DIFFERENCES

### EMPLOYEES AND WORK GROUPS

- Do you know your strengths, motivations and values? Learning about them allows us to take our place, to accept compliments and critics, to accept new challenges and to better accept change.
- Do you share some things with your peers? Sharing reveals the strengths of each and every individual, it encourages social networking, mutual aid, it enriches our knowledge and reduces stress.
- Do you acknowledge<sup>3</sup> the work done by your peers and managers? Acknowledgements showcases skills and qualities.

### DID YOU KNOW?

Only a third of us are able to spontaneously name our strengths, and less than one person in five has the opportunity to use those strengths at work on a daily basis<sup>4</sup>. Take the Via survey to discover three of your main strengths<sup>5</sup>: [viacharacter.org](http://viacharacter.org).

Just as we can see with the balloon underneath the orange peel, taking the time to go above appearances makes us discover others, their strengths, and to develop our respect for their differences.

### MANAGERS AND DIRECTORS

- Do you know your strengths? Do you respect your values and limits in your role? The better we know ourselves, the easier it is to recognize the strengths and potential in others.
- Do you have support to help you unload your stress on others? The health state of a manager can have an impact on those of their employees. Like in an airplane, you need to put on your oxygen mask on first in order to help others.
- Do you acknowledge the qualities and strengths of your employees? Did you know that acknowledgements can increase employee commitment up to 61% in the workplace<sup>6</sup>?

### FOR EVERYONE

- Do you ever meet outside of work? Do you have company traditions? This helps create tighter teams, we get to know each other under a different angle, and helps attenuate prejudices (drinks after work, Neighbours Day at work, playing soccer after work, etc).
- Do you participate in team meetings? Those are the perfect way to get to know who does what within the company and allows to celebrate big and small victories.
- Are you able to see a mistake as a learning opportunity? By taking a risk, we expose ourselves to possible failure. However, the best thing to do is to learn from our mistakes<sup>7</sup>!

## USING THE POWER OF CREATIVITY

Curiosity adds spice to our lives, brings fun to the workplace and into our social relationships<sup>8</sup>. Encouraging staff members to use their creativity, to show initiative and to develop their skills is a sign of trust and respect. It's also an efficient way to support innovation within the workplace<sup>9</sup>. Creativity will be one of the skills required by directors in 2022<sup>10</sup>.

### EMPLOYEES AND WORK GROUPS

- Would you dare propose solutions to your colleagues and to management based on your experience? They could improve your work and eliminate some obstacles.
- Do you learn new information? They open the door to new and different solutions.
- Do you ask your peers or mentor in order to learn new ways of doing things?

### MANAGERS AND DIRECTORS

- Do you keep an open dialogue? Listening, exchanging and encouraging your staff help build relations based on trust.
- Do you set some objectives for your employees while giving them the flexibility regarding the work methods and rhythm? Participation and collaboration should increase<sup>11</sup>.
- Do you set forth ways for your staff to develop new skills? They can help your employees grow and evolve: training, study break, learning activities, etc.<sup>12</sup>

### FOR EVERYONE

- Are you a curious person? Curiosity makes us: change our routine, find the motivation to innovate, learn about your colleagues, your providers, etc.
- Do you tell your colleagues about the new information you've received during a training?



A QUÉBEC-WIDE PRESENCE THROUGH THE MOUVEMENT AND THE REGIONAL MEMBERS:

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**The Mouvement Santé mentale Québec (MSMQ) is a grouping devoted to create, develop and strengthen mental health.**

WE THANK:

Le ministère de la Santé et des Services sociaux



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## DISCOVERING THROUGH CHANGE



At work, it is much more difficult to adapt to change when we haven't been consulted or informed before it happens. Communications is one of the keys needed to start and manage change. It must go both ways, towards employees and management.

### EMPLOYEES AND WORK GROUPS

- Are you curious about change? It helps understand the reasons for change, as well as its consequences, both positive and negative.
- Do you play an active part in the process of change? Acting allows to recover some power within a situation. Attending the suggested trainings, participating in consultations and meetings also helps better welcome change.
- Do you seek social support, when needed? It can bring you different points of view, and helps you unload some of the metaphorical weight off your shoulders. Finding someone who has lived a similar situation can help give you some landmarks.
- Do you resist change<sup>13</sup>? To take written notes of a situation we would like to modify helps improve your arguments. To unite when a change seems hurtful or wrong to the well-being of employees or the community helps to act.

### DID YOU KNOW?

People that hold a variety of adaptive strategies live less negative experiences when faced with stressful situations<sup>14</sup>. These strategies aim at reducing stress and hurtful emotions it generates. It is sometimes necessary to try more than one, alone or in a group. Let's discover some of them!

### MANAGERS AND DIRECTORS

- Do you have space to receive support, share your concerns, your successes or finding solutions?
- Do you consult your employees before starting change? Taking their opinion into consideration can help ease the change process. Keeping them informed of the evolution of the process, the expectations and the benefits can help team cohesion<sup>15</sup>.
- Do you offer employees a means to share their worries? Do you answer them? This reduces stress and anxiety.
- Do you offer them training and relevant coaching? These give better tools to work groups and help support the employees

**To promote good health in the work place, discover the tools and the expertise offered by Groupe entreprises en santé for the managers and directors on its website: [groupeentreprisesensante.com](http://groupeentreprisesensante.com).**

What are the short, mid and long-term options? To adapt to change, resist it, quit or other? All of these answers are good answers. The goal is to stay healthy. Some people choose to stay: they embrace change, are solidary of their colleagues, want to contribute to the improvement of the situation or don't have the means to quit their jobs. Others choose to leave to feel better, to be true to their values.

### FOR EVERYONE

- Do you recognize the emotions that provoke change inside you? Doing so allows to name the different pleasures, pains and fears associated with change.
- Do you discover anything to learn when going through change? This helps reduce frustrations, disappointments or anxiety.
- Do you lean on whatever remains stable during this transition? This allows to live out change in a calmer fashion.
- Are you aware of the thoughts that slow adaptation down? ("This only happens to me, I don't have a choice, I'm too old to change", etc.) How can you turn those thoughts around?
- Are you looking for a challenge? This can help reduce the frustrations or disappointments sometimes associated with change.
- Do you accept to do what you can with the means you have? Knowing when to let go of the ideal situation reduces stress.

## DID YOU KNOW?

Mental health is an essential component of our overall health. It represents a dynamic balance between the various aspects of our life: social, physical, economical, spiritual, emotional and mental. Mental fitness helps us take action, live up to our potential, cope with day-to-day difficulties and engage in our community. It is influenced by our living conditions and by the dominant values in our society, as well as our own individual ones. Being mentally healthy allows us to enjoy life.



**Note: The bibliography is available online.**

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# EXPLORING MEANS SEEING THINGS DIFFERENTLY

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