ESDC
Workplace Mental Health 2019 Survey Results

7,874 employees participated; **30%** response rate

Employees appreciate the Corporate focus on workplace well-being, want to see similar changes within their work teams

- **The Good:** More employees believe the organization cares about their well-being, and that their work is meaningful.

- **The Challenge:** A growing number feel unable to influence what happens on their work team, and many still do not feel recognized for their efforts.

- **The Result:** Employees' levels of well-being are lower compared to 2017 on every measure, giving the impression of a passionate, but increasingly depleted, workforce.

We have made some progress towards creating a healthy workplace...

On a scale from 1 to 10, on average employees rate:

...the importance of addressing psychological health and safety as **higher**.

6.9 ➡ **7.4**
2017   2019

...ESDC's progress in creating and sustaining a psychologically healthy and safe work environment as **higher**.

5.1 ➡ **5.5**
2017   2019

...And, there is more we need to do.

2017 and 2019 Workplace Well-being Measures : % of ESDC Employees Who...

		2017 (%)	2019 (%)
Job Demands	...are able to **balance** work and family life	✓ 62	▽ 59
	...experience healthy **workload**	▽ 45	▽ 48
	...experience their workplace as **stressful**	! 35	! 39
Job Resources	...feel **competent** in their job	✓ 85	✓ 83
	...feel they work in a **civil and respectful** environment	✓ 80	✓ 79
	...understand their **role****	✓ -	✓ 62
	...find their work **meaningful**	✓ 66	✓ 72
	...**feel safe** to take risks and voice their opinion	✓ 64	✓ 62
	...have a sense of **connection to colleagues**	✓ 62	▽ 58
	...report their **leaders** as supportive and inspiring	▽ 57	▽ 58
	...experience high levels of **group-oriented culture**	▽ 48	▽ 57
	...experience high levels of **organizational support**	▽ 48	▽ 59
	...feel a **low sense** of **control over their work**	! 24	! 30
	...feel a **low sense** of **impact** in their job	! 47	! 58
	...feel their work is **not appreciated or recognized**	! 42	! 42
Well-being Outcomes	...are highly **engaged** in their work	✓ 80	✓ 75
	...**intend to stay** in the organization	▽ 56	▽ 51
	...have high **morale**	▽ 47	▽ 45
	...experience **high burnout**	! 33	! 35
	...are at **high risk** for **psychological distress**	! 17	! 21

*Percent changes ±1.05% within the margin of error are considered "no change"
**Different role clarity scale was used in 2019; comparisons to 2017 data cannot be drawn

✓ No Concern
▽ Moderate Concern
! High Concern

Mental Health | A healthy and respectful workplace. It's everyone's responsibility.

Let's talk about it: The ESDC employee experience

Thank you!

We received **2,727** comments. Here is what we heard from you...

"The organization puts a great deal of effort and attention into understanding and implementing a safe and healthy workplace."

"Staff don't feel they can influence the larger policies or direction of the department."

"My role in the organization is very murky and this is where the stressful feelings arise."

"ESDC does a great job of fostering a shared vision and purpose amongst employees – we can engage and express ourselves."

"I have had a difficult last few years, but my management team has been so incredibly supportive...I could not have gotten through this time without their understanding and compassion."

"My major stressors are due to having a lack of control and lack of tools to do my job."

...we appreciate your feedback as it will help us determine where to focus our efforts.

Workplace Well-being Groups

Based on their well-being outcomes, ESDC employees fall into **four** distinct groups.

2017
| 6% | 10% | 21% | 63% |

↓

2019
| 6% | 9% | 28% | 57% |
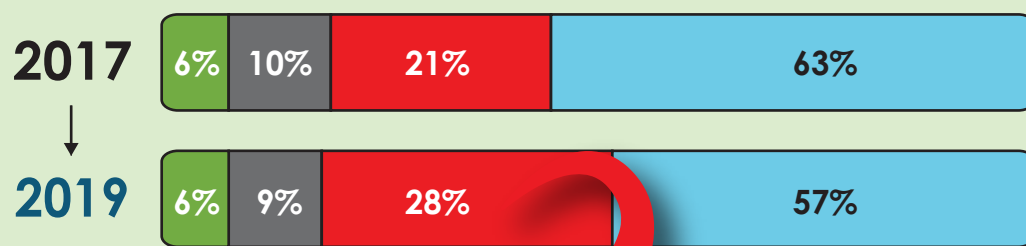
- **Thriving:** Very high workplace well-being, very healthy levels on all outcomes, and slightly above average turnover intentions.

- **Coasting:** High workplace well-being across majority of outcomes, with lower levels of job engagement.

- **Struggling:** Very low workplace well-being, especially low engagement and higher levels of psychological distress.

- **Normative:** Average workplace well-being across all outcomes, with slightly elevated levels of burnout.

You are not alone

Like the Mental Health Continuum, your position in a workplace well-being group is not permanent. Regardless of where you find yourself, there are services and supports available to help you improve or maintain your well-being.

Mental health functions on a continuum

HEALTHY | REACTING | INJURED | ILL

So what more can we do...

HR Services and Supports

We each have a role to play to foster a psychologically healthy and safe workplace.

- **Support** your own personal mental health by familiarizing yourself with available resources on ESDC's Workplace Mental Health (WMH) iService site.

- **Promote** a workplace free of mental health stigma by connecting with and sharing the PSP, M2M network, and new College offerings.

- **Prevent and resolve** WMH issues, abuse, harassment, and discrimination by reporting any instances of wrong doing to the Harassment CoE; the Office of Informal Conflict Management; the Recognition Team; Labour Relations.

- **Connect** with your WMH Champion to provide your suggestions and share the responsibility of improving workplace wellbeing.

Tips 'n Tricks

How to **embed workplace mental health** considerations into your every day work:

- **Actively contribute** to your own personal and professional development through individual learning, or by engaging in work-related networks and communities.

- **Recognize and appreciate** the efforts of colleagues and management. To make this meaningful, start by getting to know your team members.

- Build a **growth mindset** by asking questions and/or seeking advice. Progress and success occur when seeking opportunities to learn.

- **See something, say something**. Together, we can create a community of upstanders who motivate and support one another.

For more information, please contact the WMH Survey team:
NA-COE_SURVEY-SONDAGE_CE-GD@hrdc-drhc.net