# The Mental Health Continuum

**UBC Programs and Resources**

**Audience:** All UBC Vancouver Faculty and Staff

## Department

<table>
<thead>
<tr>
<th>Health Bath (Promotion &amp; education)</th>
<th>Reacting (Prevention &amp; management of risk)</th>
<th>Injured (illness support, management &amp; accommodation)</th>
<th>II (illness support, management &amp; accommodation)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health, Wellbeing and Benefits</td>
<td>Workplace Health Services</td>
<td>hr.ubc.ca/health-and-wellbeing/working-injury-illness-or-disability</td>
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<tr>
<td>hr.ubc.ca/health-and-wellbeing</td>
<td>HR Advisory Services</td>
<td>hr.ubc.ca/contact/contact-advisory-services</td>
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</tbody>
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## Description

**Empowering faculty, staff, retirees and workplaces to champion their health and wellbeing through the creation of healthy, thriving and productive communities at UBC.**

Supporting education and training towards mental health literacy for all individuals and workplaces: knowing when, where, and how to seek help for ourselves and others when facing challenges.

Providing injured or ill faculty and staff with information and services to support their needs to keep working or return to work while managing a medical impairment or disability.

Supporting managers and administrators with expertise in HR issues, such as interpreting collective agreements, staff management concerns, and employee relations.

## Programs

**EFAP Work, Health, Life and counselling support services**

**Employee Benefits**
- Life Events
  - Healthy UBC Initiatives:
    - Wellbeing workshop Series
    - UBC Thrive
    - Not Myself Today Campaign
    - Mental health and wellbeing workshops
    - Staff and Faculty Sports Day
    - Pick Your Peak Stair Challenge
    - 30-Day Online Mindfulness Challenge
    - Healthy Workplace Initiatives Program (HWIP)
- UBC Perks (discounts and deals)
- Recreation Opportunities
- Food and Nutrition
- LinkedIn Learning
- Equity and Inclusion Office
- UBC's United Way Campaign
- Career Development at UBC
- Tuition Waivers

**Mental Health Resources & Information (i.e., Internal & External)**

**EFAP Work, Health, Life and counselling support services**

**Employee Benefits**
- Life Events
- Provisions for Psychological Services
- Occupational and Preventive Health Program
- Ergonomic Assessments
- Travelling Health Fairs
- Virtual Health Fair – Online assessment tools
- Mental health and wellbeing training programs
  - The Working Mind training
  - Mental Health First Aid
  - QPR Suicide Intervention Training
- UBC Thrive
- Not Myself Today Campaign
- 30-Day Online Mindfulness Challenge
- Vacation and Leaves
- Childcare Services
- Breastfeeding Friendly Spaces

**EFAP Counselling Services**

- EFAP People Leader Consultations
- Employee Benefits
- Provisions for Psychological Services
- Assisting Colleagues in Distress (UBC's Orange Folder)
- Working with an Injury, Illness or disability
- Ergonomic Assessments
- 30-Day Online Mindfulness Challenge
- The Working Mind: Workplace mental health training for managers and employees
- Vacation and Leaves
- Attendance Management FAQ's

**EFAP Counselling Services**

- Employee Benefits
  - Provisions for Psychological Services
  - Assisting Colleagues in Distress (UBC's Orange Folder)
  - Working with an Injury, Illness or disability
  - Paid Sick Leave
  - Unpaid Sick Leave
  - Long Term Disability

## Resources

**Healthy UBC Newsletter**

**Virtual Health Assessments**

**UBC’s Wellbeing Strategic Framework**

**Mental Health Resources for Managers**

**Human Resources Advisor/Faculty Relations Manager**

**Sexual Violence Prevention & Response Office**

**Independent Investigations Office**

**Mental Health Resources for Managers**

**Human Resources Advisor/Faculty Relations Manager**

**Sexual Violence Prevention & Response Office**

**Independent Investigations Office**

**Mental Health Resources for Managers**

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# Mental Health Continuum Model

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<th>HEALTHY</th>
<th>REACTING</th>
<th>INJURED</th>
<th>ILL</th>
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</table>

## Signs and Indicators

- **HEALTHY**
  - Normal fluctuations in mood
  - Normal sleep patterns
  - Physically well, full of energy
  - Consistent performance
  - Socially active
  - No trouble/impact due to substance use

- **REACTING**
  - Nervousness, irritability, sadness
  - Trouble sleeping
  - Tired/low energy, muscle tension, headaches
  - Procrastination
  - Decreased social activity
  - Limited to some trouble/impact due to substance use

- **INJURED**
  - Anxiety, anger, pervasive sadness, hopelessness
  - Restless or disturbed sleep
  - Fatigue, aches and pains
  - Decreased performance, presenteeism
  - Social avoidance or withdrawal
  - Increased trouble/impact due to substance use

- **ILL**
  - Excessive anxiety, easily enraged, depressed
  - Suicidal thoughts and intentions
  - Unable to fall or stay asleep
  - Exhaustion, physical illness
  - Unable to perform duties, absenteeism
  - Isolation, avoiding social events
  - Dependence

## Actions to Take at Each Stage of the Continuum

- **HEALTHY**
  - Focus on task at hand
  - Break problems into manageable chunks
  - Identify and nurture support systems
  - Maintain healthy lifestyle

- **REACTING**
  - Recognize limits
  - Get adequate rest, food, and exercise
  - Engage in healthy coping strategies
  - Identify and minimize stressors

- **INJURED**
  - Identify and understand own signs of distress
  - Talk with someone
  - Seek help
  - Seek social support instead of withdrawing

- **ILL**
  - Seek consultation as needed
  - Follow health care provider recommendations
  - Regain physical and mental health