

# Self-Management of Mental Health at Work

## Reference Guide for Employees

### What is mental health self-management?

Self-management is the set of strategies (behaviours, thoughts, emotions) that an individual implements, in an autonomous fashion, to manage their symptoms as well as optimize their mental health.

### How can self-management be applied in the workplace?

Self-management is particularly relevant in the workplace. Self-management offers you a lot of control since you can decide what self-management strategies to adopt without necessarily disclosing your difficulties unless you choose to do so. Additionally, self-management strategies are usually small actions that are easily integrated into your daily routine, regardless of work context.

### What are the most useful strategies for supporting mental health at work?

There are quite a few self-management strategies. Here are some examples of strategies that may seem obvious, but which have been identified by our research as the most useful for supporting mental health at work. These strategies can be used at any time, but they will be most useful when you are going through more stressful periods. Every person is different when it comes to the strategies they prefer. Don't hesitate to choose the ones that suit you the best!

#### Looking at things positively

- I think about positive situations or successes I've had at work.
- I show myself kindness. I accept that my work is not perfect.

#### Listening to yourself

- I identify signs that my mental health is deteriorating (e.g. irritability, increased fatigue).
- I am aware of my negative thoughts and try to change them.

#### Looking for social support

- I use breaks to socialize with my colleagues.
- I validate my perceptions during problematic situations with trustworthy colleagues.

#### Managing your workload

- I separate my tasks into several smaller steps.
- I clarify what's expected of me with my superior or my colleagues.

#### Recovering your energy

- I have breaks throughout the workday so I can clear my head (e.g. going out for a few minutes).
- Between workdays, I do activities that help me relax.

Self-management is an interesting option for taking care of your mental health at work. Additionally, the support of **colleagues** and **supervisors**, as well as different work conditions and climates within **the organization** are also all important to consider!

### To go further...

If you want to learn more about this topic, we invite you to watch two videos of experts that feature the author of this document.

**Video 1:** [Self-management of mental health at Work – strategies that can be used in a workplace setting](#)

**Video 2:** [Self-management of mental health at Work – strategies that can be used outside of working hours](#)

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