Mental Health Continuum Model

### Signs and Indicators

<table>
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<th>Healthy</th>
<th>Reacting</th>
<th>Injured</th>
<th>Ill</th>
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- **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
  - Increased trouble/impact due to substance use

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

- **Ill**
  - Excessive anxiety, easily angered, depressed mood
  - Unable to fall or stay asleep
  - Exhaustion, physical illness
  - Unable to perform duties, absenteeism
  - Isolation, avoiding social events
  - Significant trouble/impact due to substance use

### Actions to Take at Each Phase of the Continuum

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

### Big Four Strategies

- SMART Goal Setting: set goals that are Specific, Measurable, Attainable, Relevant, and Time-bound
- Mental Rehearsal/Visualization: mentally prepare for “what-if”
- Self-talk: Focus, Persist, Confident
- Calming/Deep Breathing

### Potential Sources of Support and Help

- Family, friends
- Colleagues, supervisors, human resources
- Employee and Family Assistance Programs
- Family doctor and other health care providers
- Community resources
- Insured or private services, such as psychologists

### Other Techniques

- Join a support group
- Plan time for rest and fun
- Ask for help when necessary
- Set limits and boundaries
- Balance demands and priorities

- Identify unhealthy coping
- Apply problem-solving skills
- Keep lines of communication open
- Make self-care a priority
- Accept that you cannot do it all

### AIR: Ad Hoc Incident Review

- **Acknowledge**
  - What has happened, and listen.

- **Inform**
  - Check in and apply the Mental Health Continuum Model

- **Respond**
  - Observe and follow up

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Mental Health Commission of Canada
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The Working Mind
Workplace Mental Health and Wellness

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