Guarding minds at work

RECHERCHE EN SANTÉ MENTALE CANADA / MENTAL HEALTH RESEARCH CANADA

pollara strategic insights

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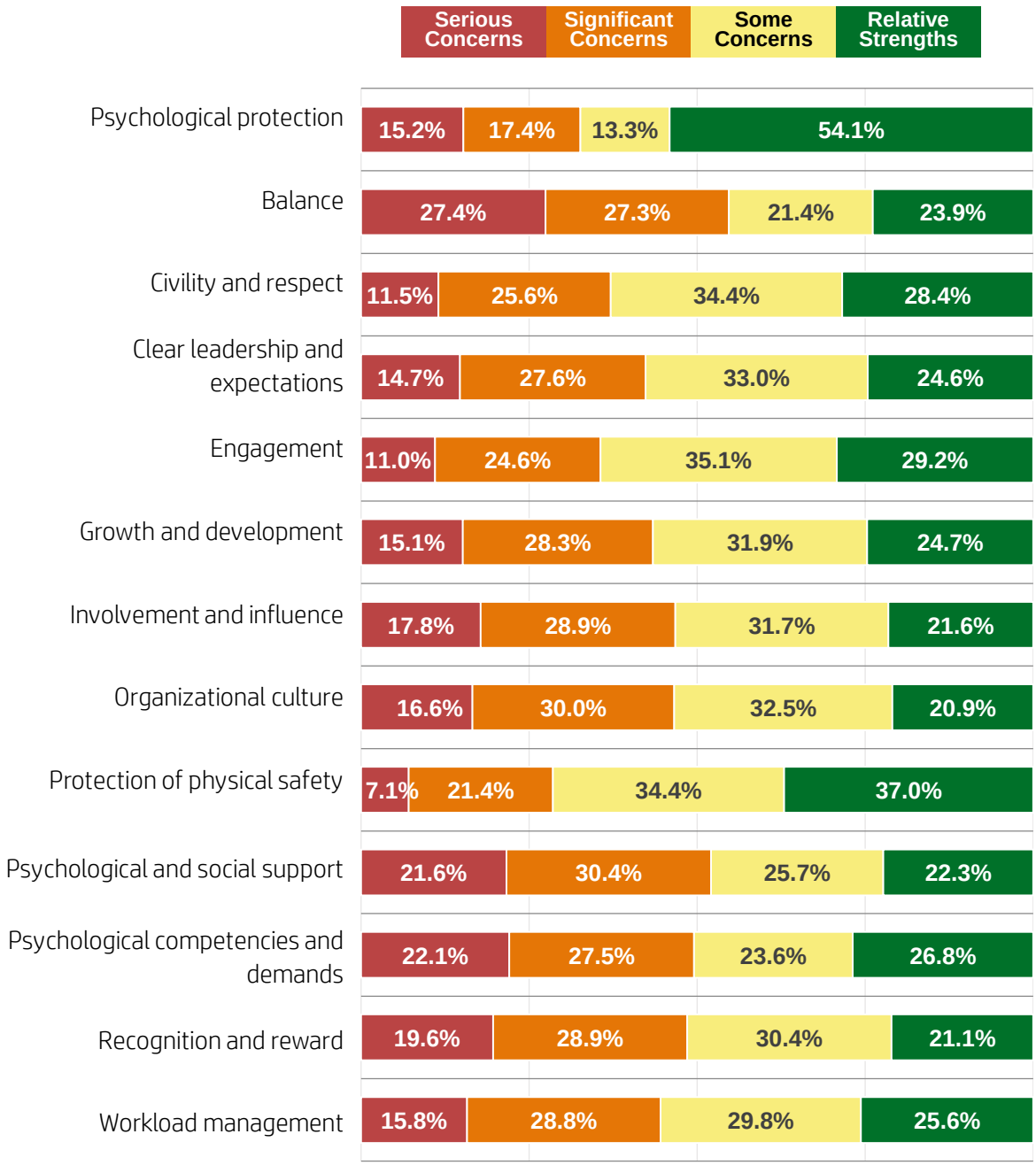
Methodology

Methodology: This online survey was conducted in March 2023 among a sample of 5505 adult Canadians who are currently working.

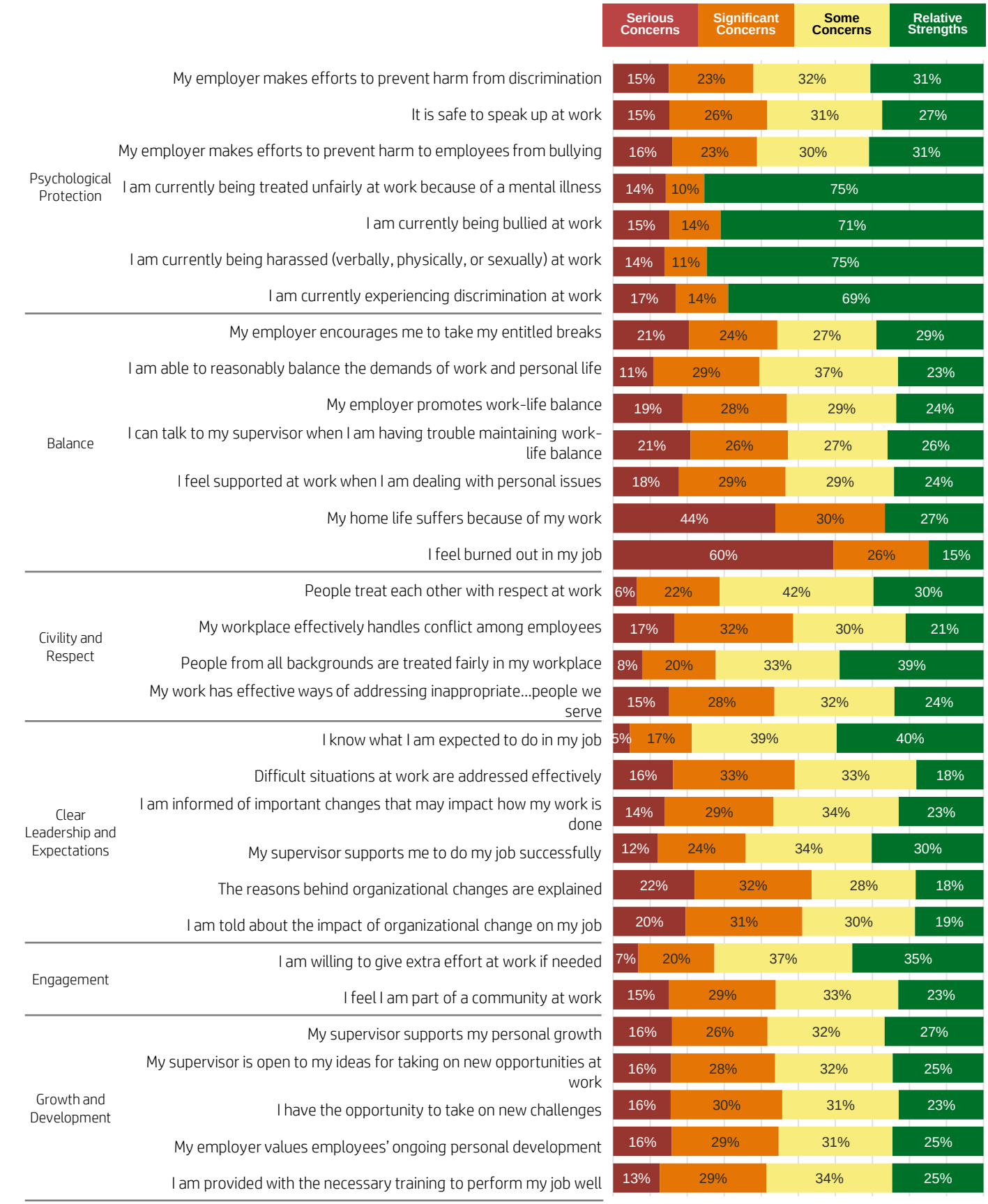
Weighting: National results have been weighted by the most current census data in terms of gender, age, & region to ensure the total sample is representative of the population as a whole. The sample had the following split:

Sample	%	Count	Margin of error
Atlantic	7%	394	±5.0
Quebec	23%	1335	±2.7
Ontario	39%	2092	±2.2
Prairies	6%	385	±5.1
Alberta	11%	613	±4.0
B.C.	14%	686	±3.8

Psychosocial Factors



Psychosocial Factors: Results by statement



Psychosocial Factors: Results by statement

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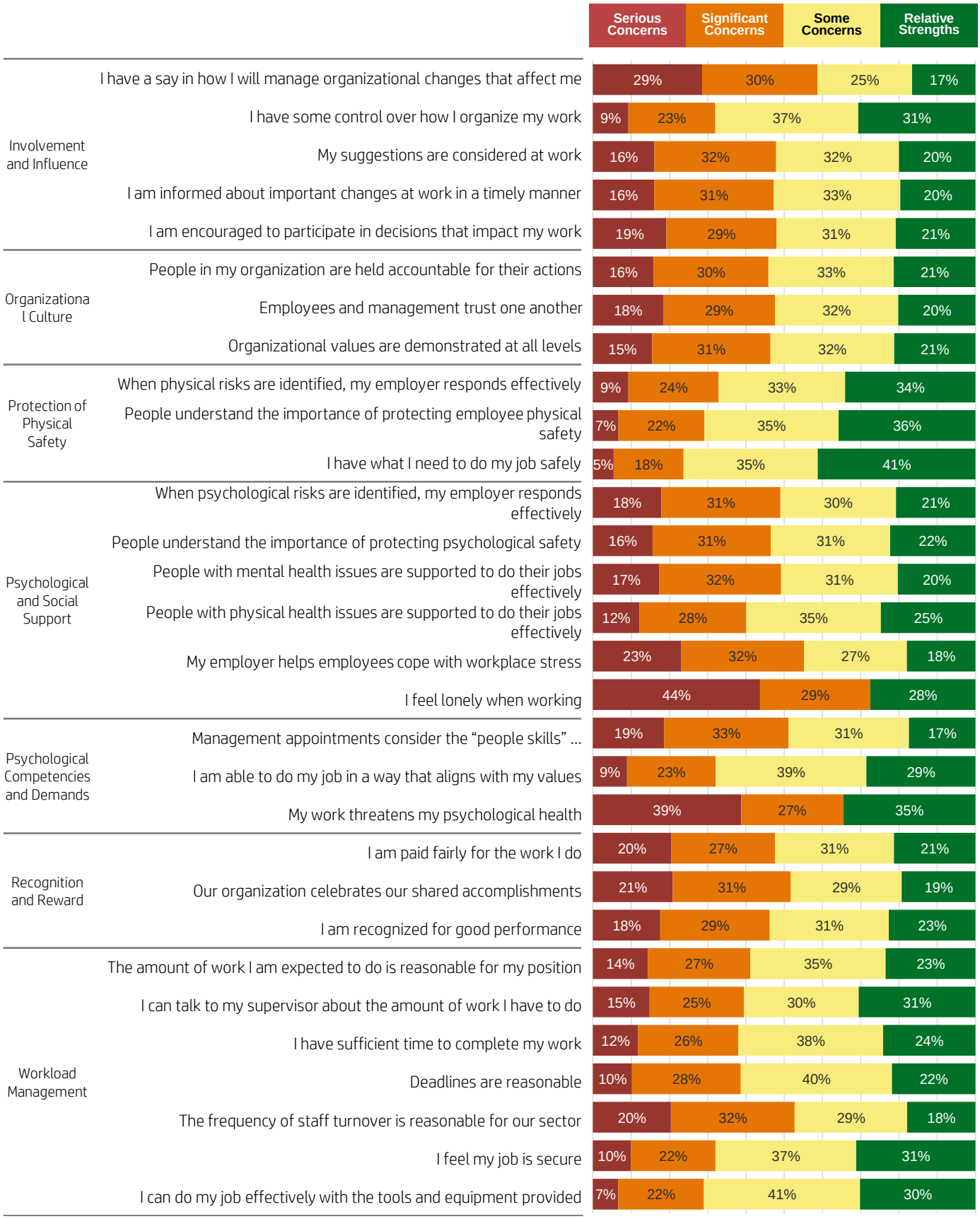
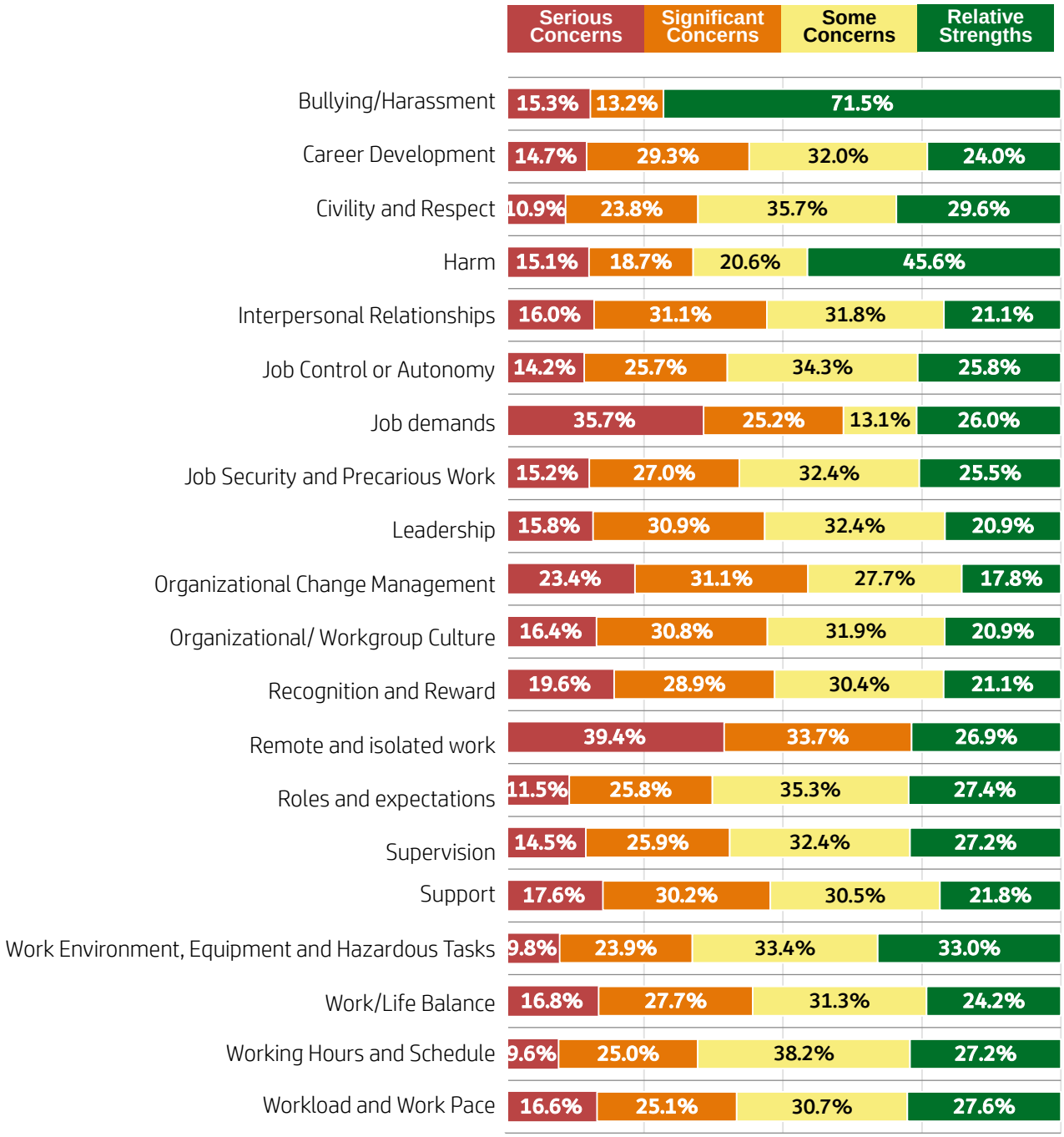


Psychosocial Hazards



Psychosocial Hazards: Results by statement

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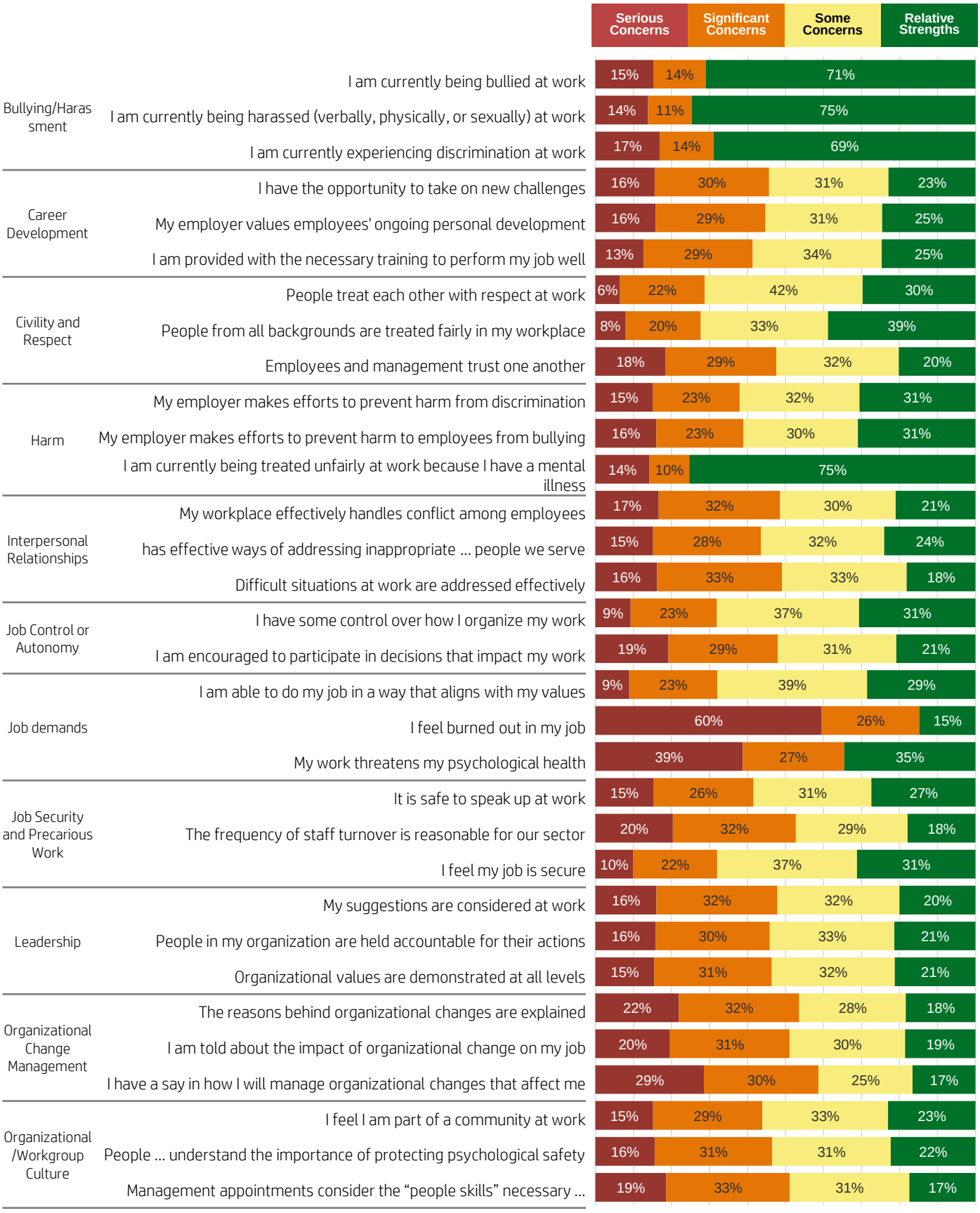

Psychosocial Hazards: Results by statement

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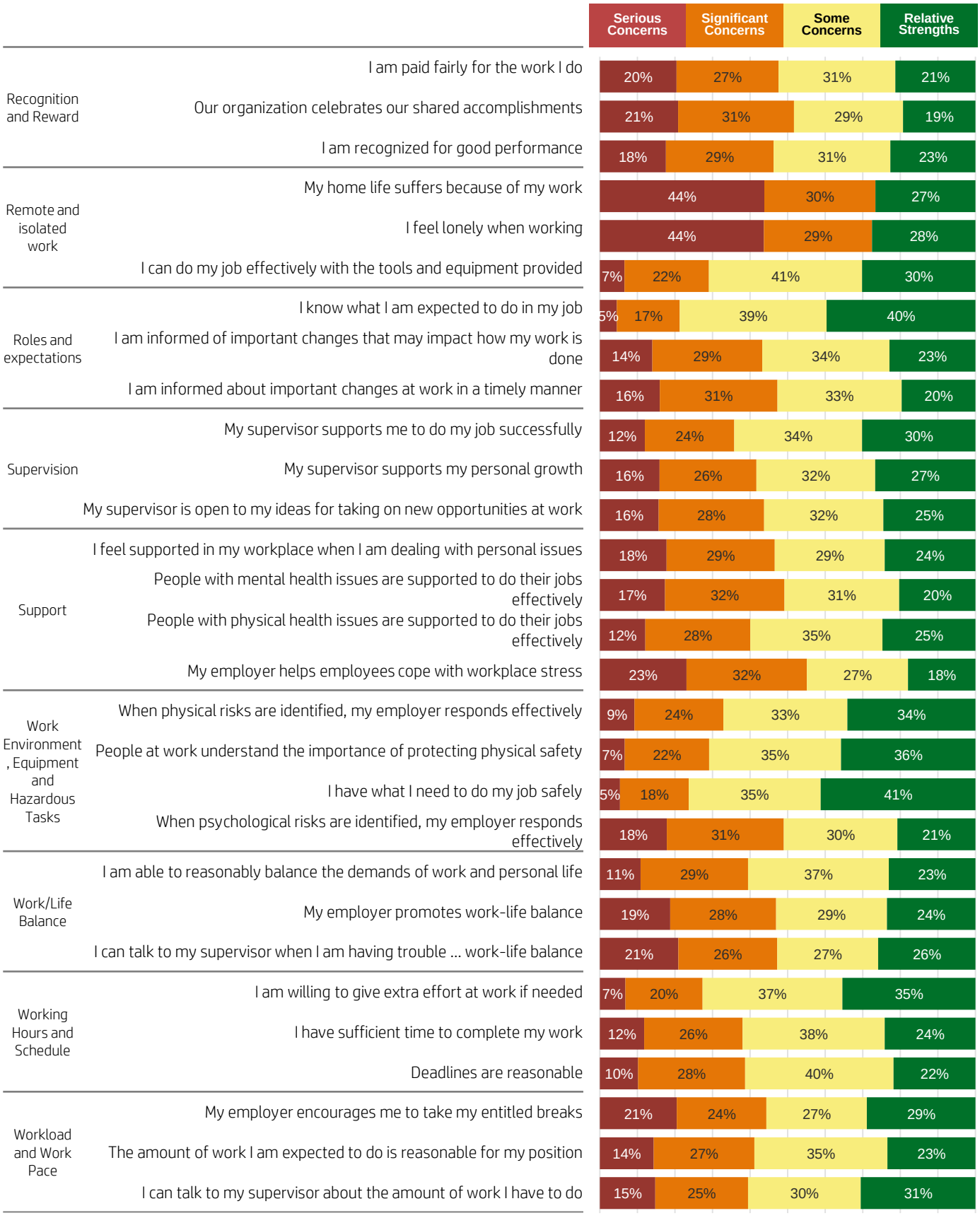
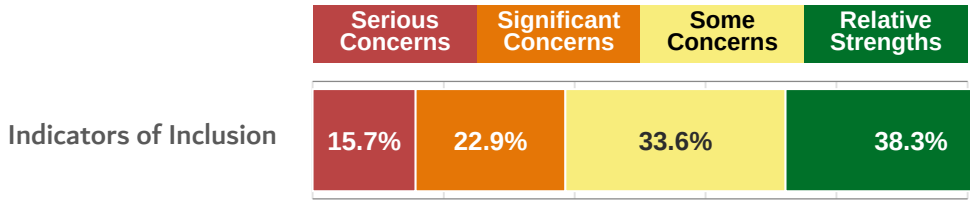
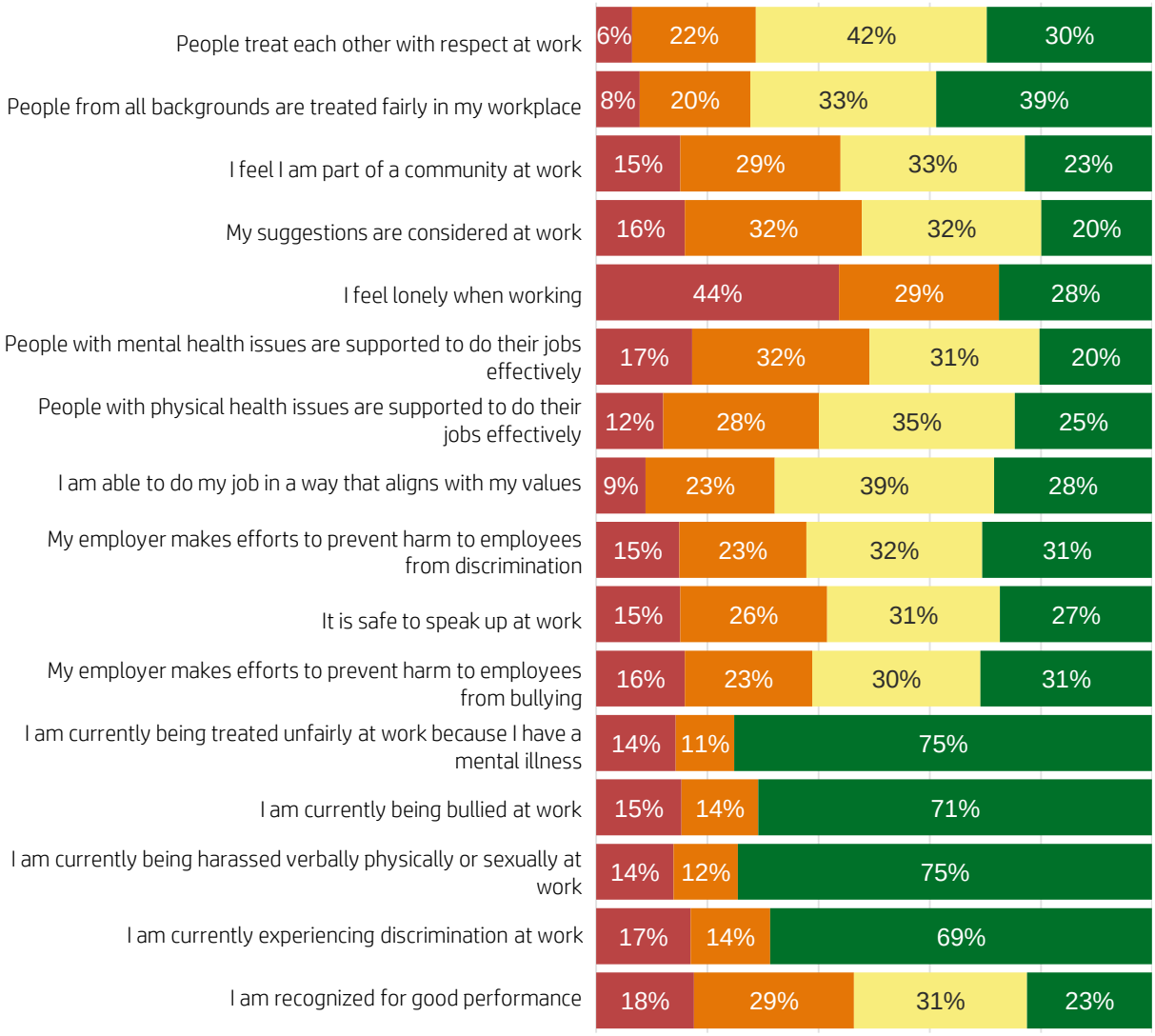
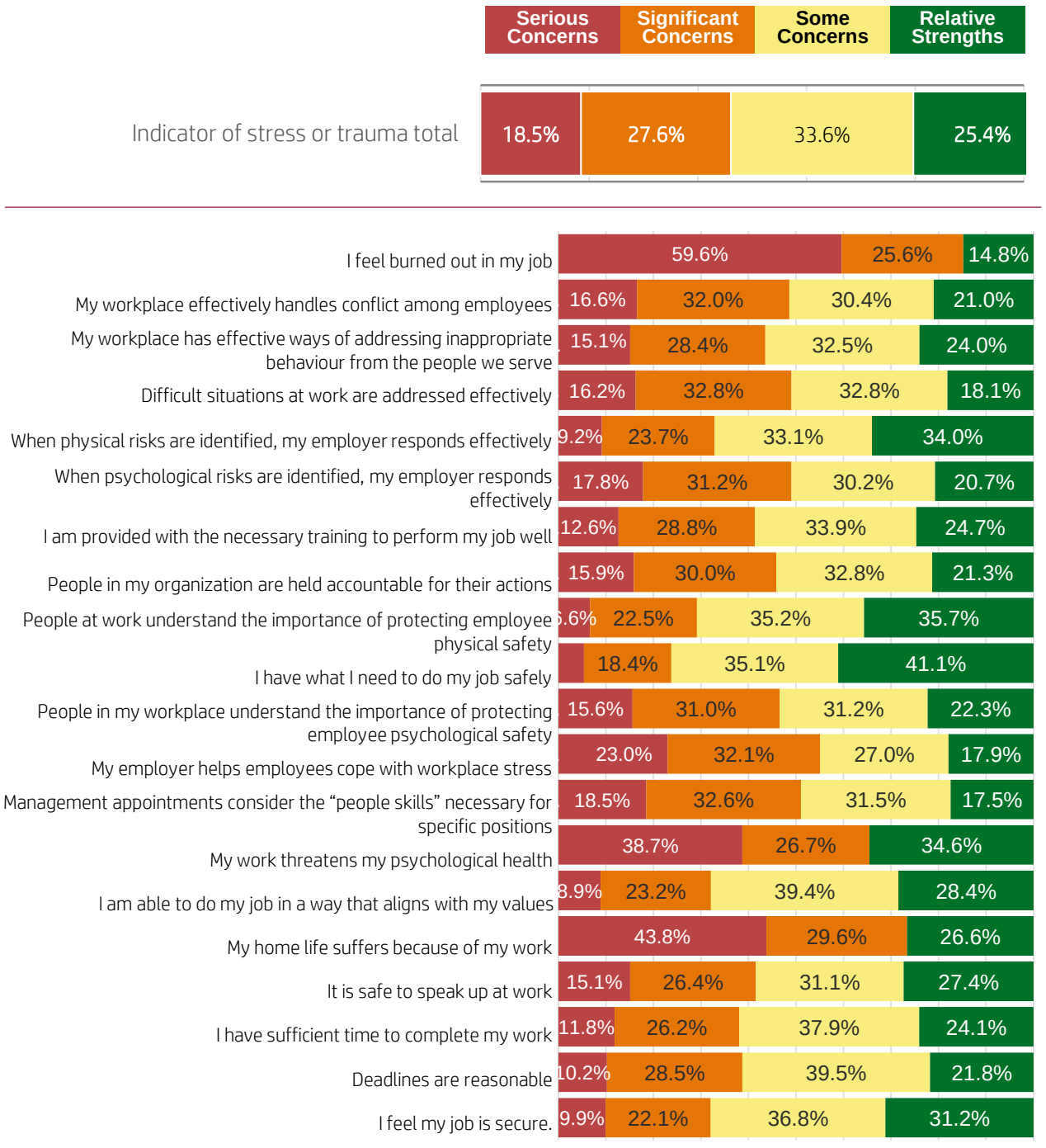


Indicators of workplace inclusion





Indicators of stress or trauma



Less 6% not displayed on chart

Demographics

	%
18-29	20%
30-39	24%
40-49	23%
50-59	21%
60+	12%

	%
Woman	46%
Man	54%

	%
Under $50,000	19%
$50,000 - Less than $150,000	60%
$150,000 or More	16%
Don't know	5%

	%
Elementary School	1%
High School	14%
College	20%
Technical/Trade School/Apprenticeship	12%
University - Undergraduate Degree	33%
University - Graduate/Professional Degree	20%

	%
British Columbia	14%
Alberta	11%
Saskatchewan	3%
Manitoba	3%
Ontario	39%
Quebec	23%
Atlantic	7%

	%
A visible minority	16%
A person with a diagnosed mood (anxiety, depressive or other mood) disorder	11%
Lesbian/Gay/Bisexual/2S	6%
A person with chronic pain	5%
A person with a physical impairment or disability	3%
First Nations	2%
A person with a mental impairment or disability	2%
Metis	1%
Non-Binary Gender / Queer	1%
No, none of the above	61%
Prefer not to answer	2%

	%
Black	13%
Chinese	36%
Filipino	5%
Japanese	2%
Korean	4%
South Asian/East Indian	21%
Southeast Asian	4%
Non-White West Asian, North African or Arab	4%
Non-White Latin American	4%
Person of Mixed Origin	5%
Other Visible Minority Group	7%
Prefer not to answer	2%

Employment

	%
Employed full-time, with 1 employer	74%
Employed part-time, with 1 employer	12%
Business owner	6%
Employed with more than 1 employer (multiple jobs at once)	5%
Other	6%

	%
Less than 10	16%
11-50	16%
51-100	10%
101-500	16%
501-1000	9%
1000+	33%

	%
Health and patient care	11%
Education and childcare	10%
Services (Professional, scientific, technical services, financial, legal, insurance and management services)	21%
Public administration and services	12%
Manufacturing	6%
Retail and warehousing	9%
Construction	4%
Accommodations, restaurants & food service	4%
Other	20%
Prefer not to say	1%

	%
My job situation has not changed	39%
I am now splitting my time between going in to work and working from home	16%
I am now working from home, and will continue to do so indefinitely	15%
I am now working from home but will be splitting time between going into work and working from home when the pandemic subsides	7%
My job situation has changed in another way	6%
My hours were reduced	4%
I was never laid off or terminated but I have started a new job	4%
My rate of pay increased	4%
I was laid off but have now returned back to work	3%
My hours were increased	3%
Other	11%

	%
Permanent	94%
Contract	6%

	%
Unionized	33%
Not unionized	67%

	%
Benefits	70%
EAP	35%
Neither	26%

Appendix: Statements within factors

Statement	Psychosocial factor	Psychosocial hazard
My employer encourages me to take my entitled breaks.	Balance	Workload and Work Pace
I am able to reasonably balance the demands of work and personal life.	Balance	Work/Life Balance
My employer promotes work-life balance.	Balance	Work/Life Balance
I can talk to my supervisor when I am having trouble maintaining work-life balance.	Balance	Work/Life Balance
I feel supported in my workplace when I am dealing with personal issues.	Balance	Support
People treat each other with respect at work.	Civility and respect	Civility and Respect
My workplace effectively handles conflict among employees.	Civility and respect	Interpersonal Relationships
People from all backgrounds are treated fairly in my workplace.	Civility and respect	Civility and Respect
My workplace has effective ways of addressing inappropriate behaviour …	Civility and respect	Interpersonal Relationships
I know what I am expected to do in my job.	leadership and expectations	Roles and expectations
Difficult situations at work are addressed effectively.	leadership and expectations	Interpersonal Relationships
I am informed of important changes that may impact how my work is done.	leadership and expectations	Roles and expectations
My supervisor supports me to do my job successfully.	leadership and expectations	Supervision
The reasons behind organizational changes are explained.	leadership and expectations	Organizational Change Management
I am told about the impact of organizational change on my job.	leadership and expectations	Organizational Change Management
I am willing to give extra effort at work if needed.	Engagement	Working Hours and Schedule
I feel I am part of a community at work.	Engagement	Organizational Culture
My supervisor supports my personal growth.	Growth and development	Supervision
My supervisor is open to my ideas for taking on new opportunities at work.	Growth and development	Supervision
I have the opportunity to take on new challenges.	Growth and development	Career Development
My employer values employees' ongoing personal development.	Growth and development	Career Development
I am provided with the necessary training to perform my job well.	Growth and development	Career Development
I have a say in how I will manage organizational changes that affect me.	Involvement and influence	Organizational Change Management
I have some control over how I organize my work.	Involvement and influence	Job Control or Autonomy
My suggestions are considered at work.	Involvement and influence	Leadership
I am informed about important changes at work in a timely manner.	Involvement and influence	Roles and Expectations
I am encouraged to participate in decisions that impact my work.	Involvement and influence	Job Control or Autonomy
People in my organization are held accountable for their actions.	Organizational culture	Leadership
Employees and management trust one another.	Organizational culture	Civility and Respect
Organizational values are demonstrated at all levels.	Organizational culture	Leadership
When physical risks are identified, my employer responds effectively.	Protection of physical safety	Work environment…
People at work understand the importance of protecting employee physical safety.	Protection of physical safety	Work environment…
I have what I need to do my job safely.	Protection of physical safety	Work environment…
When psychological risks are identified, my employer responds effectively.	Psychological and social support	Work environment…
…understand the importance of protecting employee psychological safety.	Psychological and social support	Organizational Culture
People with mental health issues are supported to do their jobs effectively.	Psychological and social support	Support
People with physical health issues are supported to do their jobs effectively.	Psychological and social support	Support
My employer helps employees cope with workplace stress.	Psychological and social support	Support
Management appointments consider the “people skills” necessary for …	Psychological competencies ..	Organizational Culture
I am able to do my job in a way that aligns with my values.	Psychological competencies …	Job demands
My employer makes efforts to prevent harm to employees from discrimination.	Psychological protection	Harm
It is safe to speak up at work.	Psychological protection	Job Security
My employer makes efforts to prevent harm to employees from bullying.	Psychological protection	Harm
I am paid fairly for the work I do.	Recognition and reward	Recognition and Reward
Our organization celebrates our shared accomplishments.	Recognition and reward	Recognition and Reward
I am recognized for good performance.	Recognition and reward	Recognition and Reward
The amount of work I am expected to do is reasonable for my position.	Workload management	Workload and Work Pace
I can talk to my supervisor about the amount of work I have to do.	Workload management	Workload and Work Pace
I have sufficient time to complete my work.	Workload management	Working Hours and Schedule
Deadlines are reasonable.	Workload management	Working Hours and Schedule
The frequency of staff turnover is reasonable for our sector.	Workload management	Job Security and Precarious Work
I feel my job is secure.	Workload management	Job Security and Precarious Work
My home life suffers because of my work.	Balance	Remote and isolated work
I feel lonely when working.	Psychological and social support	Remote and isolated work
I can do my job effectively with the tools and equipment provided.	Workload management	Remote and isolated work
I feel burned out in my job.	Balance	Job demands
My work threatens my psychological health.	Psychological competencies …	Job demands
I am currently being treated unfairly at work because I have a mental illness.	Psychological protection	Harm
I am currently being bullied at work.	Psychological protection	Bullying/Harassment
I am currently being harassed (verbally, physically, or sexually) at work.	Psychological protection	Bullying/Harassment
I am currently experiencing discrimination at work.	Psychological protection	Bullying/Harassment