

What is Guarding Minds @ Work?

Guarding Minds @ Work (GM@W) is a unique and free, comprehensive set of resources designed to protect and promote psychological health and safety in the workplace. GM@W resources allow employers to effectively assess and address the 13 psychosocial factors known to have a powerful impact on organizational health, the health of individual employees, and the financial bottom line. GM@W was developed by researchers from the Centre for Applied Research in Mental Health and Addiction (CARMHA) within the Faculty of Health Sciences at Simon Fraser University on the basis of extensive research, including data analysis of a national sample and reviews of national and international best practices, as well as existing and emerging Canadian case law and legislation.

GM@W is available to all employers - large or small, in the public or private sector - at no cost. Workplaces may differ in the language describing various roles and positions. GM@W uses the terms 'employee', 'staff', 'supervisor', 'management' and 'employer'. Please use the terms appropriate for your workplace when working with the GM@W Resources:

GM@W ASSESSMENT RESOURCES

GM@W Organizational Review Worksheets: The GM@W Organizational Review Worksheets are provided for each of the 13 psychosocial factors. The GM@W Organizational Review is typically completed by business owners, senior managers or human resource professionals. The GM@W Organizational Review complements the GM@W Survey.

GM@W Initial Scan: The GM@W Initial Scan is a 6-item employee questionnaire, developed by Dr. Martin Shain, that provides a snapshot of Stress/Satisfaction and Mental Health Culture at work. The GM@W Initial Scan is a precursor to the more comprehensive GM@W Survey.

GM@W Survey: The GM@W Survey is a comprehensive, 68-item questionnaire administered to all employees within an organization or work unit. The GM@W Survey provides an index of performance across the 13 psychosocial factors.

GM@W ACTION RESOURCES

GM@W Report: The GM@W Report provides a visual summary of the GM@W Survey Results that serve to guide selection of GM@W Suggested Responses.

GM@W Suggested Responses: The GM@W Suggested Responses documents provide a range of actions that have demonstrated practical and scientific value for each of the 13 psychosocial factors.

GM@W Action Planning Worksheets: The GM@W Action Planning Worksheets provide a space for prioritizing and planning the details of undertaking the selected actions for each of the 13 psychosocial factors.

GM@W EVALUATION RESOURCES

GM@W Evaluation Worksheets: The GM@W Evaluation Worksheets provide a framework for evaluating whether actions undertaken for each of the 13 psychosocial factors have been effective.

GM@W is a response to current and emerging legal requirements in Canada for the protection of employee mental health and the promotion of civility and respect at work. Legal standards increasingly require employers to develop comprehensive strategies for ensuring a psychologically safe workplace. Prudent employers need to develop policies and programs that meet these new legal standards.