The background is a light blue gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

MENTAL WELL-BEING IN HIGH-RISK WORKPLACES

WCB CONFERENCE 2026

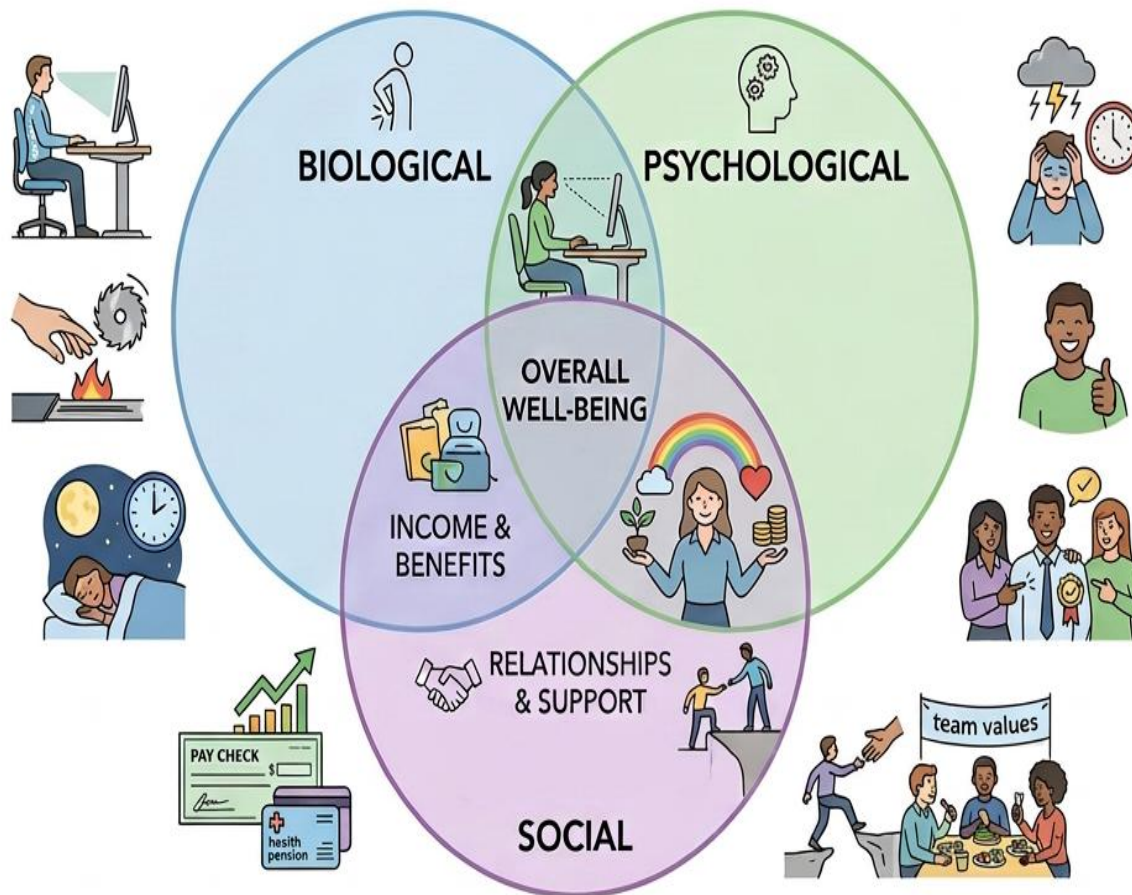
CANADIAN CONTEXT

- 1 IN 5 CANADIANS EXPERIENCE MENTAL HEALTH PROBLEMS ANNUALLY
- APPROX 500,000 MISS WORK WEEKLY DUE TO MENTAL HEALTH CONCERNS
- MENTAL HEALTH IS A LEADING CAUSE OF DISABILITY CLAIMS
- ECONOMIC COST OF 60 BILLION/YEAR

PEI CONTEXT

- 1 IN 5 ISLANDERS WILL EXPERIENCE A MENTAL HEALTH PROBLEM OR ILLNESS THIS YEAR
- 5,200 ISLANDERS MISS WORK EACH WEEK DUE TO MENTAL HEALTH CHALLENGES (96,000)
- CLAIMS FOR PSYCHOLOGICAL INJURIES ON THE RISE
- ECONOMIC COST OF 600 MILLION/YEAR

THE BIOPSYCHOSOCIAL MODEL OF WORK & HEALTH



WORK IS A SOCIAL DETERMINANT OF HEALTH (SDOH)



WHEN YOU HEAR 'HIGH RISK'...

- FIRST RESPONDERS/
MILITARY/ POLICE
- EMERGENCY
ROOMS/PHYSICIANS
- CRISIS TEAMS



What are characteristics of a high-risk workplace?

CHARACTERISTICS OF HIGH-RISK WORK ENVIRONMENTS

- UNPREDICTABILITY
- RESPONSIBILITY
- EMOTIONAL DEMAND
- LIMITED DEMAND
- HIGH PUBLIC SCRUTINY...



THE EASTERN
Graphic
THE LIVELY ONE

West Prince Graphic



THE THREE FACES OF STRESS

- EUSTRESS: STRESS THAT HELPS
- CHRONIC STRESS: WEAR AND TEAR
- CRITICAL INCIDENT STRESS: ACUTE IMPACT

EUSTRESS

- PRESSURE CAN SHARPEN FOCUS AND PERFORMANCE
- HELPS RESPOND TO USUAL WORK PRESSURES
- INCREASES JOB SATISFACTION.

“DREAM TEAM”

CHRONIC STRESS

- CONSTANT DEMAND
- FATIGUE
- IRRITABILITY
- DISCONNECTION
- CUMULATIVE BUILD UP

TIRED AND WIRED

“SUNDAY NIGHT DREAMS”

CRITICAL INCIDENT STRESS

- INTENSITY CAN OVERWHELM NORMAL COPING
- FOR HIGH RISK WORKPLACES, EVENTS CAN BE TRAUMATIC AND ONGOING
- HITS EMOTIONALLY, PHYSICALLY, AND PSYCHOLOGICALLY

“THAT WAS A TOUGH ONE”

CAREER ENDER

LAGUARDIA: AIR CANADA ACCIDENT



CAPTAIN ANTOINE FOREST (30)

FIRST OFFICER MACKENZIE GUNTHER (24)

MARCH 22, 2026

MENTAL HEALTH AND BURN OUT

- **40%** OF WORKERS HAVE HAD A MENTAL ILLNESS DIAGNOSIS.
39% REPORT FEELING BURNT OUT (UP FROM 35% IN 2023)
- **40% OF GEN Z AND 34% OF MILLENNIALS** FEEL STRESSED OR ANXIOUS "MOST OF THE TIME."
- **66%** OF NURSES AND **82%** OF MANAGERS/EXECUTIVES REPORT BURNOUT-LEVEL EXHAUSTION.
- **SOURCE:** MENTAL HEALTH RESEARCH CANADA (MHRC) & DELOITTE 2025 GEN Z AND MILLENNIAL SURVEY

IS THERE A GAP?

- **ONLY 33%** OF WORKERS DISCLOSE MENTAL HEALTH CHALLENGES TO THEIR EMPLOYER
- **57%** OF WORKERS FEAR DISCLOSURE WILL NEGATIVELY IMPACT THEIR CAREER PROSPECTS.
- **STIGMA IMPACT: 90%** OF WOMEN BELIEVE THEIR MANAGER WOULD THINK NEGATIVELY OF THEM IF THEY KNEW THEY WERE STRUGGLING.
- **MANAGER GAP: 36% OF MANAGERS** FEEL UNPREPARED FOR THE PEOPLE-LEADERSHIP ASPECTS OF THEIR ROLE.

SOURCE: MHRC & DELOITTE WOMEN @ WORK 2025

GENERATIONAL PATTERNS IN WORKPLACE STRESS

BABY BOOMERS (1946–64)

GEN X (1965–80)

MILLENNIALS (1981–96)

GEN Z (1997+)

GENERATIONAL THEMES

- RELATIONSHIP TO WORK
- RESPONSE TO STRESS
- TALKING ABOUT AND GETTING HELP FOR MENTAL HEALTH ISSUES
- RESPONSE TO HIERARCHY
- COMMON POINTS OF FRICTION
- WHAT SUPPORTS YOU AT WORK

WHAT DOES A RESILIENT TEAM LOOK LIKE?

- PSYCHOLOGICAL AND PHYSICAL SAFETY
- SHARED TRUST AND RELIABILITY
- CLEAR ROLES UNDER PRESSURE
- CONSTRUCTIVE COMMUNICATION
- MUTUAL ACCOUNTABILITY
- DEBRIEF AND LEARN

PROTECTING YOUR MENTAL HEALTH

- PREVENTION
- EARLY DETECTION - RECOGNIZING SIGNS AND SYMPTOMS
- SUPPORT
- CONTINUOUS MONITORING
- HELP WHEN YOU NEED IT

How am I Doing?

Check in with your mental health.



GREEN
Simple coping (walk, talk)
Limit media

YELLOW
Good sleep & food
Get support

ORANGE
See a professional now

RED
Get immediate help
(e.g., Crisis Line)

Scan to access the tool:



theworkingmind.ca/continuum-self-check



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

The Working Mind 

WHY DO THIS WORK?

- MEANING
- MASTERY AND COMPETENCE UNDER PRESSURE
- BELONGING AND CAMARADERIE
- SERVICE AND PURPOSE
- VARIETY AND VITALITY

THANK YOU

VERNA RYAN

PREVAIL PEI

902-326-6554

[HTTPS://WWW.PREVAILSOLUTIONS.CA](https://www.prevailsolutions.ca)