



MENTAL HEALTH
COMMISSION
OF CANADA

The Working Mind First Responders (TWMFR)TM

Workplace Mental Health
and Wellness



Mental Health Continuum Tool

HEALTHY	REACTING	INJURED	ILL
Signs and Indicators			
Healthy mood fluctuations	Irritability/impatience	Anger	Excessive anger or rage
Good sense of humour	Displaced sarcasm	Cynicism	Humourless
Healthy sleep patterns	Occasional trouble sleeping	Frequent trouble sleeping/restlessness	Inability to fall/stay asleep and/or insomnia
Feeling energetic	Occasional lack of energy	Frequent tiredness	Constant and prolonged physical exhaustion
Good performance	Occasional avoidance of physical/social activity	Social avoidance or withdrawal	Isolation, avoiding social events
Healthy physical/social activity	Occasional avoidance of physical/social activity	Social avoidance or withdrawal	Isolation, avoiding social events
No trouble/impact due to substance use (i.e. alcohol, drugs, etc)	Limited trouble/impact due to substance use	Frequent trouble/impact due to substance use	Severe trouble/impact due to substance use
Actions to Take at Each Phase of the Continuum			
Focus on task at hand	Recognize limits	Identify and understand own signs of distress	Get immediate help
Break challenges into manageable tasks	Get adequate rest, food, and exercise	Talk with someone you trust	Follow professional/medical recommendations
Identify and nurture support systems	Engage in healthy coping strategies	Seek professional help	Regain physical and mental health
Maintain healthy lifestyle	Identify and minimize stressors	Seek social support instead of withdrawing	

RESOURCES

If you are concerned about signs of stress in yourself or a buddy, get it checked out. Resources include:

- Family and friends
- Colleagues, managers, and human resources
- Employee and Family Assistance Program
- Family doctor and other healthcare provider
- Community resources
- Insured or private services, including psychologists

Special acknowledgment made to the staff at the Department of National Defence and the Calgary Police Service for their collaboration in the development of R2MR, on which TWMFR is based.

✉ twm@openingminds.org
 🌐 www.openingminds.org
 in /Opening Minds

Production of this brochure has been made possible through a financial contribution from Health Canada. The views expressed herein represent the views of the Mental Health Commission of Canada.

© 2023 Mental Health Commission of Canada. All Rights Reserved.

The Big 4

TACTICAL BREATHING	POSITIVE SELF-TALK	MENTAL REHEARSAL	SMART GOAL SETTING
Rule of 4: • Inhale to count of 4 • Exhale to count of 4 • Practice for 4 minutes Breathe into the diaphragm	• Become aware of self-talk • Stop the negative messages • Replace with positive • Practice thought stopping: "I can do this." "I am trained and ready." "I will focus on what I can do."	• Be calm and relaxed • Use all senses • See positive mental images • Keep it simple • Use movement	• Specific: your behaviour • Measurable: see progress • Attainable: challenging and realistic • Relevant: want it or need it • Time-bound: set finish time

AIR: Ad Hoc Incident Review

1. Acknowledge: Something has happened, and listen.
2. Inform: Check in and apply the Mental Health Continuum Model.
3. Respond: Observe and follow up.