

EMPLOYEE MENTAL HEALTH CONTINUUM



POSSIBLE PHYSICAL, MENTAL, AND BEHAVIOURAL MANIFESTATIONS

EXCEL EXCEEDING	WELL THRIVING	STRAINED ON THE DECLINE	INJURED STRUGGLING	ILL/CRITICAL DEBILITATING
<ul style="list-style-type: none"> • NORMAL MOOD FLUCTUATIONS • GENERALLY JOYFUL, CONFIDENT, POSITIVE, OPTIMISTIC • SENSE OF HUMOR • HEALTHY SLEEP ROUTINE • PHYSICALLY ACTIVE, CONSCIOUSLY ENGAGE IN PHYSICAL HEALTH ROUTINES/PROGRAMS • SOCIALLY ACTIVE, CONSCIOUSLY SEEK HEALTHY SOCIAL CONNECTIONS • ENERGETIC/GOOD TO HIGH ENERGY LEVEL • PHYSICALLY WELL • MAINTAINING A STABLE WEIGHT • LIMITED OR NO ALCOHOL CONSUMPTION, NO BINGE DRINKING, LIMITED OR NO ADDICTIVE BEHAVIOURS* • NO TROUBLE OR IMPACT DUE TO ALCOHOL/SUBSTANCE USE 	<ul style="list-style-type: none"> • NORMAL MOOD FLUCTUATIONS • GENERALLY CALM, CONFIDENT, POSITIVE • SENSE OF HUMOR • NORMAL SLEEP PATTERNS • PHYSICALLY AND SOCIALLY ACTIVE • ENERGETIC/ GOOD TO ENERGY LEVEL • PHYSICALLY WELL • MAINTAINING A STABLE WEIGHT • LIMITED OR NO ALCOHOL CONSUMPTION, NO BINGE DRINKING, LIMITED OR NO ADDICTIVE BEHAVIOURS* • NO TROUBLE OR IMPACT DUE TO ALCOHOL/SUBSTANCE USE 	<ul style="list-style-type: none"> • NERVOUSNESS, IRRITABILITY • IMPATIENCE • DISPLACES SARCASM • HAVING INTRUSIVE THOUGHTS OR NIGHTMARES • TROUBLE SLEEPING • DECREASED PHYSICAL AND SOCIAL ACTIVITY • TIRED/LOW ENERGY • MUSCLE TENSION, HEADACHES • SOME WEIGHT GAIN/LOSS • REGULAR TO FREQUENT ALCOHOL CONSUMPTION, LIMITED BINGE DRINKING, SOME ADDICTIVE BEHAVIOURS* • LIMITED TO SOME TROUBLE/IMPACT DUE TO ALCOHOL/SUBSTANCE USE 	<ul style="list-style-type: none"> • ANXIETY • ANGER • PERVASIVE SADNESS, HOPELESSNESS • NEGATIVE ATTITUDE • RECURRING INTRUSIVE THOUGHTS OR NIGHTMARES • RESTLESSNESS R SLEEP DISTURBANCE • SOCIAL AVOIDANCE • INCREASED TIREDNESS/ FATIGUE • ACHES AND PAINS • FLUCTUATIONS OR CHANGES IN WEIGHT • FREQUENT ALCOHOL CONSUMPTION, BINGE DRINKING, STRUGGLING TO CONTROL OTHER ADDICTIVE BEHAVIOURS* • INCREASING TROUBLE OR IMPACT DUE TO ALCOHOL/ SUBSTANCE USE 	<ul style="list-style-type: none"> • HIGH ANXIETY/PANIC • DEPRESSED MOOD • ANGER VOLATILITY • NON-COMPLIANT • SUICIDAL THOUGHTS • CANNOT FALL/ STAY ASLEEP OR SLEP TOO MUCH/LITTLE • ISOLATION, SOCIAL WITHDRAWAL • CONSTANT/PROLONGED FATIGUE OR EXHAUSTION • ILLNESS/PAINS • EXTREME WEIGHT GAIN OR LOSS • SEVERE ALCOHOL CONSUMPTION, FREQUENT BINGE DRINKING, AND/OR OTHER ADDICTIONS* • SIGNIFICANT TROUBLE OR IMPACT DUE TO ALCOHOL/SUBSTANCE USE

*e.g. substance use, gambling porn, gaming.

PERFORMANCE AND FUNCTIONAL CAPACITY

<ul style="list-style-type: none"> • NO CONCERNS WITH MEMORY • CONCENTRATE & FOCUSES WELL ON TASKS • HIGH PERFORMANCE & PRODUCTIVITY • PRESENT & HIGHLY ENGAGED • HIGH COGNITIVE FUNCTIONAL CAPACITY • PROGRESSING TO &/OR REACHING FULL POTENTIAL • PURSUING ADVANCEMENT 	<ul style="list-style-type: none"> • ABILITY TO CONCENTRATE & FOCUS ON TASKS • FEW TO NO CONCERNS WITH MEMORY • GOOD TO HIGH COGNITIVE FUNCTIONAL CAPACITY • GOOD, CONSISTENT PERFORMANCE & PRODUCTIVITY • PRESENT & ATTENTIVE 	<ul style="list-style-type: none"> • LOSS OF FOCUS ON TASKS, PROCRASTINATION • PRESENT BUT DISTRACTED • INCONSISTENT PERFORMANCE & PRODUCTIVITY • FORGETFULNESS &/OR REDUCED COGNITIVE FUNCTIONAL CAPACITY 	<ul style="list-style-type: none"> • CONSTANTLY DISTRACTED INCONSISTENT TO LOW CONCENTRATION & FOCUS ON TASKS, TARDINESS • PRESENTEEISM &/OR ABSENTEEISM • DECREASED TO LOW PERFORMANCE & PRODUCTIVITY • NOTICEABLE LAPSES IN MEMORY &/OR DETERIORATION IN COGNITIVE FUNCTIONAL CAPACITY 	<ul style="list-style-type: none"> • LOW/NON-PERFORMANCE OR PRODUCTIVITY • ABSENT • LOSS OF MEMORY AND/OR IMPAIRMENT IN COGNITIVE FUNCTIONAL CAPACITY • TROUBLE CONCENTRATING, UNABLE TO PERFORM DUTIES OR TASKS
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Adapted from: National Defense and the Canadian Armed Forces: Road to Mental Readiness (R2MR) as well as Mental Health Commission of Canada: The Working Mind Mental Health Continuum