



GETTING AHEAD OF ADVERSITY

COASTERS ASSOCIATION

SELF CARE -WORK LIFE BALANCE

Topics to Cover

- Our Philosophy
- The Lower North Shore
- Evolution of Change
- Coasters Approach
- Headversity- Building Resiliency Skills
- Long Term Change
- Q & A
- Let's Talk- Break Out Rooms
- Sharing and Discussions





OUR PHILOSOPHY

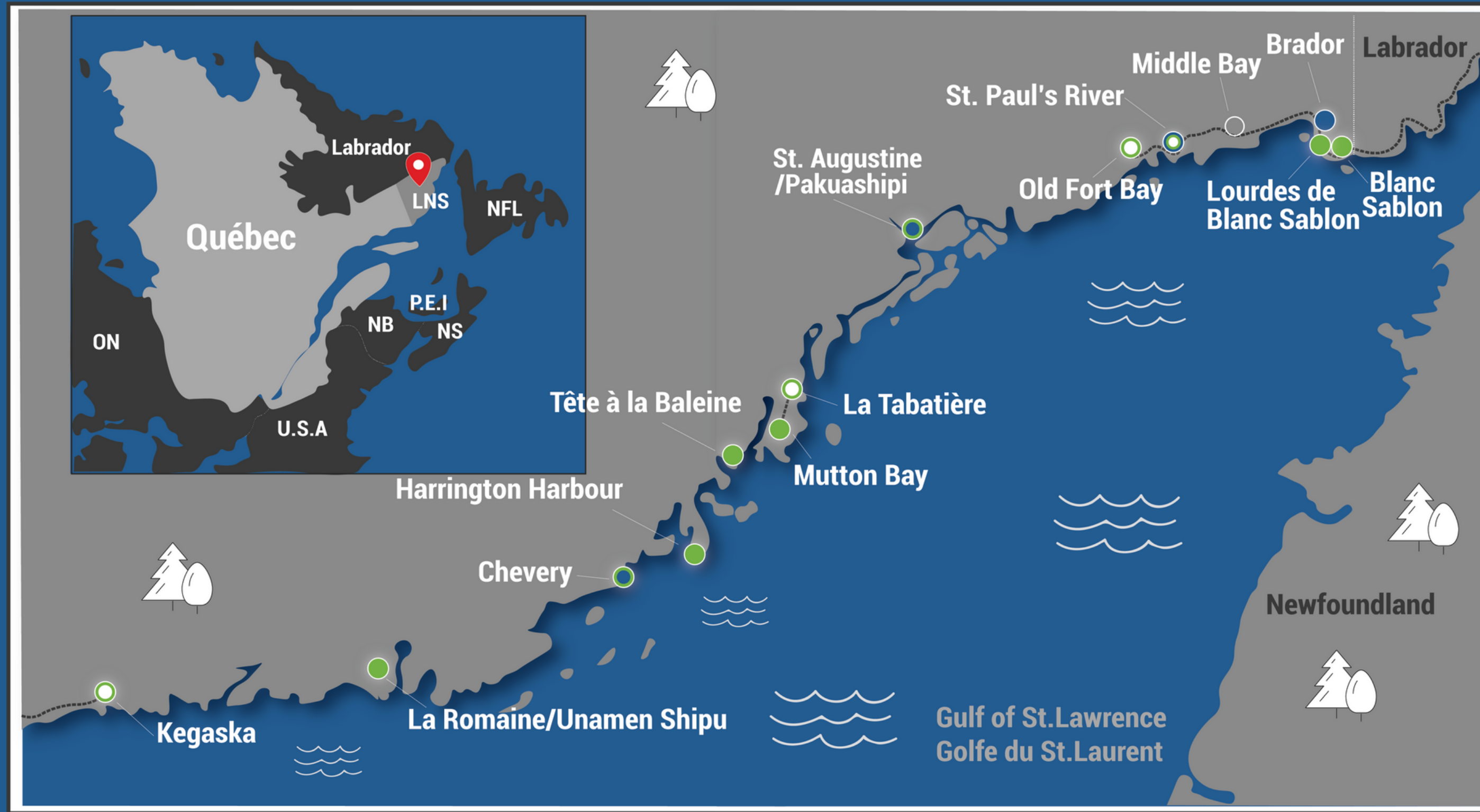
Vision

Enhance the quality of life on the Lower North Shore, by creating and supporting community development and community leadership.

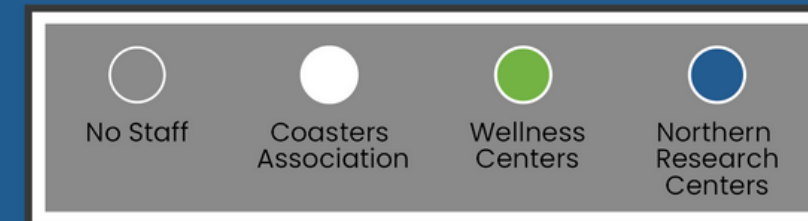
Mission

Determine the needs of the Lower North Shore
Develop partnerships
Deliver strategies, programs, & services
....
Regional sustainability & development

The Lower North Shore



Legend





EVOLUTION OF CHANGE

- NON PROFIT PRESSURE HAS ALWAYS BEEN THERE
- HOWEVER COVID 19 ACCELERATED THE NEED TO BRING THE WORKPLACE MENTAL HEALTH DISCUSSION TO THE FOREFRONT
- STAFF FELT UNPRECEDENTED PRESSURE (ISOLATION, VOLATILITY OF SITUATION DAY TO DAY, CHANGES AT THE DROP OF HAT, ETC...)





OUR APPROACH

Steps taken:

- Taking a leadership role in addressing a culture of self care
 - Monthly Health and Wellbeing Day
 - Staff retreats
 - Staff support (Headversity)

Next steps:

- Mental Health Policy/Plan
- Integration of self care in our structure



Headversity is a workforce mental health upskilling solution focused on personalized micro learning and turnkey team training in resilience, behavioral health and psychological safety. Their platform is powered by a Resilience AI that intelligently guides all solo and team training to the right micro, interactive and media-rich training tools.



Why Resilience Training?

There are many reasons resilience training is useful for organizations. Proactive mental health programs in the workplace that focus on resilience are proven to contribute to workers that are more productive, innovative, successful, helpful, and motivated in their roles



Mental Health

Understand illness and when help is needed.



Self Expertise

Know your purpose, know your why.



Mindfulness

Stay grounded, focused, and in the moment



Mental Fitness

Learn the tools used by top athletes to regulate stress.



Hardiness

Develop personal assets to tolerate stress and weather the storm.



Energy Management

Move often. Eat for energy. Sleep, period. Think clearly.

THE

6

SKILLS

OF

RESILIENCE

LONG TERM IMPACT

A large, sculpted iceberg floats in the ocean. The iceberg is white and has a complex, layered structure with many peaks and valleys. The water around it is a deep blue, and the sky is a lighter blue with scattered white clouds. In the background, other smaller icebergs and a snowy coastline are visible.

We hope to help facilitate a self care culture change where:

- Our Mental Health is as easy to talk about as our physical health
- Not taboo to discuss where you are in building resiliency skills
- Our work environments become more flexible, supportive and adaptable

Questions and Answers





BREAK OUT ROOMS

Working together to find solutions to build self care in the workplace:

What could organizations put in place?

What are the steps?



Sharing and Discussions



Let's Talk

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