



Opening
Minds



A Complete Guide to Building a Mentally Healthy Workplace

Evidence, Impact, and Strategy



Mental Health in the Workplace

Understanding Prevalence, Impact, and the Case for Action

Workplace mental health is an essential factor in employee wellbeing, productivity, and organizational success. This document highlights the prevalence of mental health challenges among Canadian employees, their impact on the workplace, and the measurable benefits of investing in mental health programs.





Prevalence & Impact

Snapshot of Mental Health in Canada

Statistics sourced from the Canadian Centre for Addiction and Mental Health (CAMH), Mental Health Research Canada (MHRC), and the Canadian Psychological Association (CPA).

1 in 5

Canadians will experience a mental illness in any given year.

3 in 5

Employed Canadians are affected by a mental health diagnosis, either personally or via a close family member.

70%

of working Canadians report that their work experience affects their mental health, either positively or negatively.



Effects of Mental Health Challenges at Work



- **Increased absenteeism:** Employees missing work due to mental health challenges.
- **Increased presenteeism:** Working while not functioning at full capacity due to mental or physical illness.
- **Reduced** productivity and job performance
- **Reduced** job satisfaction and commitment to the organization
- **Higher risk** of unsafe work behaviours
- **Greater** interpersonal conflict with coworkers
- **Higher risk** of physical illness



ROI of Investing in Mental Health

Real returns: \$1.62 gained for every dollar invested after one year, increasing to \$2.18 after three years.

The Business Case for Mental Health Programs

- Companies supporting employee wellbeing see productivity **gains of ~13%**.
- **1 in 3 employees** consider mental health resources when choosing a job.
- **73% of employees and 81% of managers** are more likely to stay with employers offering high-quality mental health support.

Statistics adapted from reports by Deloitte Canada, Boston Consulting Group (BCG), World Economic Forum (2025), and Modern Health.



The Opening Minds Advantage

Many organizations recognize the importance of workplace mental health but often struggle to implement effective strategies.



"The key to our success was establishing a clear vision for the future of our in-house workplace mental health program. Then we went step by step, from de-stigmatization, to training, to increased support. Now we're proud to demonstrate quantifiable impacts and substantial savings."

-CGI Team

We help organizations build achievable, measurable plans that resonate with leadership and employees alike.



A Tailored Solution

Our programs go beyond compliance, they create genuine engagement and measurable impact. Our mental health solutions meet organizations at their current stage and grow with them, providing support from planning through implementation.



Trackable Success

We help you set goals, track success, and celebrate progress.

Tailored

- **Flexible:** Meet you where you are
- **Scalable:** Grow at the pace that fits your team
- **Actionable:** Support every step from planning to implementation

“We were optimistic about the program. However, we were also overwhelmed by the outcome.”



Let's Build a Healthier Workplace Together

Contact us to create a workplace mental health solution that works for your people and your organization.

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**WEBSITE**

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