The Working Mind
Veterinary Medicine

AN OPENING MINDS PROGRAM

Canadian Veterinary Medical Association
Association canadienne des médecins vétérinaires



The Working Mind for Veterinary Medicine

The Working Mind for Veterinary Medicine is a practical workplace mental health awareness and education program designed specifically for veterinary professionals. The program is facilitated by trained veterinary professionals who understand the culture and realities of the veterinary workplace and profession. Together, we explore both mental health and mental illness, including the changes and experiences that occur along the Mental Health Continuum. Our discussions also explores the unique stressors faced in veterinary workplaces, including fatigue, grief, and moral distress, as well as the impact of cumulative and traumatic stress and the risk of developing psychological injuries. Realistic workplace scenarios and personal stories of mental health, illness and recovery shared by veterinary professionals are central to this learning, bringing lived experience and perspective to our discussions. Gain practical strategies and evidence-based tools to process potentially challenging experiences, manage stress, support recovery from injury and illness, and strengthen resilience.

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Recommended For:

Veterinarians, Registered Veterinary Technicians, practice managers, hospital owners, client care representatives, assistants, support staff, locums, and leaders across veterinary medicine.

Format:

Virtual Facilitator-Led: Regularly offered through the CVMA.

Live in-person and Group Virtual Sessions: are available upon demand. Please email: wellnessdei@cvma-acmv.org.

Course Description and Length:

The Employee Course (5 hours) is designed for all veterinary professionals who do not have responsibilities for overseeing, guiding or supporting the work and performance of other team members, whether in a formal management position or a team leadership role.

The Manager/Leader Course (7 hours) is designed for team leaders, supervisors, practice owners, managers, and anyone with leadership responsibilities as part of their role in the veterinary workplace.

Veterinary-Specific Training:

Built with and for the veterinary profession, The Working Mind for Veterinary Medicine addresses the cumulative stress, trauma, grief, and moral challenges that can be part of veterinary work. Through stories from veterinary professionals, videos, and practical tools, participants learn to recognize stress injuries, support recovery, and strengthen mental health in their workplace.

> *"After 25 years in veterinary medicine, I'm glad we finally have a course like this."* **-Past Participant**

What you'll gain:

- Practical tools to recognize signs of positive, declining, and poor mental health in yourself and others, that can be used right away.
- A shared language for talking compassionately and confidently about mental health in the workplace using the Mental Health Continuum.
- Strategies to reduce stigma and encourage support-seeking before a crisis.
- Evidence-based skills to manage stress, strengthen resilience and recover while recognizing that both individual actions and psychologically healthy workplace practices go hand-in-hand.
- Greater awareness of resources available and sharing these with team members.

For Leaders and Managers

Designed specifically for anyone with leadership responsibilities, participants learn ways to lead informed and supportive conversations with team members, respond compassionately and safely to critical workplace incidents, support recovery, workplace accommodations and successful return-to-work conversations, and strengthen their own mental health while leading others.

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