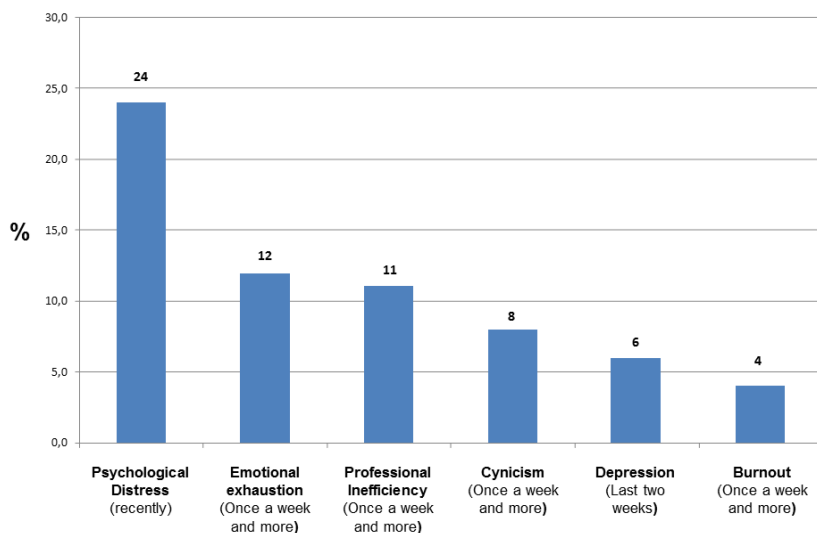


## Key findings of the Marchand-Durand study on mental health in the workplace

This study is the largest ever in Canada to evaluate mental health risk factors in the workplace.

It is also the first study to compare the results of behavioural questionnaires with physiological testing in the working population.

- Almost one in four surveyed workers (24%) reported a recent episode of psychological distress.
- 11% of workers said they were professionally inefficient at least once a week.



- A wide combination of factors from both work and personal life contributes to the development of mental health problems. These factors contribute unevenly to specific conditions:
  - Top contributing factors for psychological distress include job insecurity, strained marital or parental relationships and work-life balance.
  - The same personal factors play an important role in the development of depression in workers.
  - Psychological demands from work, conflicts in the workplace and job insecurity are the key factors contributing to burnout.
  - Being a victim of abusive supervision is a major contributing factor to psychological distress, depression and burnout.
  - Living as a couple reduces the risk of these three mental health conditions.

- The most effective stress management practices are: reducing the number of regular hours worked on a weekly basis, as well as the amount of overtime, and facilitating employee participation in the decision-making process.
- Adults in their early and prime working years are among the hardest hit by mental health problems and illnesses.

## Information

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