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# Creating Spaces for Mental Health

## THE ROLE OF THE WORKPLACE

The premier event for commercial tenants in Vancouver. Hear from industry experts on how to promote well-being in the workplace.

→ Keynote Speaker  
**Cameron Stockdale**

→ Featured Article  
**Cultivating a Culture  
of Wellbeing**



EVENT PARTNER





# Meet the Keynote Speaker



CAMERON STOCKDALE

**The Work Wellness Institute**  
CEO

## BEYOND THE HYPE:

Evidence-Based Strategies For  
Sustainable Workplace Wellness

**Discover why many wellness programs fail to deliver meaningful results despite significant investments**, and learn how systematic reviews and meta-analyses can guide better decision-making compared to relying on single studies or trends. Understand the ROI of evidence-backed programs like the 4-Day Work Week in boosting productivity, and explore the power of a series of interventions—such as leadership, mental health services, and psychological safety—to build high-performing teams. Additionally, gain insights into strategies for navigating the challenges of hybrid work environments while maximizing their benefits.

LEARN MORE [WORKWELLNESSINSTITUTE.ORG](https://www.workwellnessinstitute.org)

# Meet the Panelists

Explore key insights on enhancing workforce health and productivity, from Gallup's 2024 report to practical strategies for supporting well-being and mental health in hybrid workplaces.



SERENA MORPHY

**Awaken HR**

Senior HR Management Consultant & Principal



ELENA ENDTER

**Cove to Sky**

Professional Coaching & Mentorship



DUSTIN HUTTON-ALCORN

**Sauce Labs**

People Business Partner & Managing Director



MISHA BAJWA

**Davidson & Company**

Coordinator of People & Culture



JIAN PABLICO

**Lululemon**

Director (IDEA), Brand & Product



**Featured Moderator**

ROBIN ROSEBRUGH

Director Of Workplace Strategy, Aura Office

## A NOTE FROM THE CHARITY

# Dress for Success

For 25 years, the Dress for Success Vancouver community has **empowered unemployed and underemployed women to achieve economic independence and personal success through full and fulfilling employment.** Beyond its namesake dressing services, the organization delivers a continuum of pre-employment, job-retention, mentorship and leadership programming, as well as access to professional networks of support. Since its inception, Dress for Success Vancouver has served over 44,000 women in Metro Vancouver, creating an economic engine of more than \$2.1 billion\* thanks to its community's support.



**AMANDA SAYFY**  
**Dress for Success**  
Executive Director

Amanda Sayfy joined **Dress for Success Vancouver** as Executive Director in March 2024, bringing nearly 20 years of non-profit leadership experience from roles at Family Services of Greater Vancouver and BC Children's Hospital Foundation. She leads a passionate team **dedicated to serving equity-deserving women and gender-diverse clients** in the Lower Mainland.

# Cultivating a Culture of Wellbeing:

By: Javiera Guevara

## ( STRATEGIES FOR A ) Healthier Workplace

As a leader within your organization, championing workplace wellbeing is essential to creating a thriving, engaged workforce. Employees should be supported in all aspects of their well-being—physical, cognitive, and social.

In today's evolving work environment, where hybrid and remote models present new challenges, prioritizing employee well-being has become more critical than ever. **Whether your team is in the office or working remotely, cultivating a culture that emphasizes health and well-being is key to enhancing engagement, boosting job satisfaction, and sustaining long-term productivity.**

Focusing on workplace wellness not only elevates the quality of life for employees but also reduces turnover and enhances your company's overall performance. Not sure where to begin? This article outlines eight practical strategies that can help you prioritize your team's well-being.

## 01 ENCOURAGING BREAKS

**A balanced workday should include regular breaks, allowing employees to step away from their desks and recharge.** In the office, leaders can set the tone by openly incorporating breaks into their schedules—whether it's a brief walk outside or a social lunch. This behavior sends a strong message that taking time to rest is not only acceptable but encouraged.

For remote employees, leaders can also share their own break routines to inspire their teams. By normalizing these habits, organizations can help employees maintain energy and focus throughout the day, reducing burnout.

## 02 ADDRESSING WORKLOAD

**Clear expectations around workload are vital for preventing overwork and promoting a healthy work-life balance.** Employers can support this by regularly assessing team members' tasks and adjusting them to avoid overwhelming workloads. Providing tools and resources to manage tasks effectively—such as project management software or access to support staff—ensures that employees feel equipped to handle their responsibilities without unnecessary stress.

A well-balanced workload leads to higher productivity, better performance, and a more satisfied workforce.

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## 03 DEDICATED WELL-BEING SPACES

Physical spaces within the office can be designed to support employees' well-being. **By creating dedicated areas where staff can recharge—whether through stretching, light exercise, or simply relaxing—companies encourage a culture of wellness.** These well-being spaces can also include outdoor areas that promote movement and fresh air, further supporting mental and physical health throughout the workday.

### REST AND RELAXATION

Incorporating meditation rooms and quiet areas into the workspace allows employees to take moments for themselves during the day to recharge and reset. These spaces not only boost productivity but also help prevent burnout by promoting mental well-being. When designing these areas, consider soft lighting, calming color palettes, and biophilic elements to create a serene and tranquil environment conducive to relaxation.

### EMPOWER PHYSICAL HEALTH

Exercise is a highly effective way to give the mind a break while promoting the release of mood-boosting endorphins. Incorporating a dedicated fitness space equipped with light workout equipment, treadmill desks, and other exercise machines encourages employees to prioritize their physical health during the workday. This supports both their physical well-being and offers a valuable mental reprieve from focused or collaborative tasks, ultimately enhancing productivity and overall workplace performance.

## 04 PROMOTING OUTDOOR ACTIVITY

**Encouraging employees to step outside and engage in outdoor activities can have a significant impact on their well-being.** Providing information about the benefits of fresh air and movement—such as improved mood and cognitive function—can motivate employees to spend more time outside. Additionally, incorporating outdoor spaces into office design allows teams to easily integrate nature into their daily routines.

Remote teams can also be encouraged to take walks or spend time outdoors through virtual wellness challenges.



## 05 HEALTHY SNACK OPTIONS

Nutrition plays a critical role in maintaining energy levels and overall well-being. **By offering healthy snacks and meal options in the office, employers can support employees' physical health.** Simple changes like providing fruits, nuts, and whole grain snacks instead of sugary treats can help employees feel more energized and focused throughout the day.

Encouraging healthy eating habits contributes to both mental clarity and physical stamina, enabling employees to perform at their best.

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## 06 ERGONOMIC WORKSTATIONS

Investing in ergonomic workstations is a key factor in promoting employee well-being. **When workplace ergonomics is considered in the design and layout of a workstation, the workplace hazards that might lead to injuries can be minimized or eliminated.** For instance, between 2022-2024, the Workplace Safety and Insurance Board (WSIB) reported that the average cost of a lower back injury was approximately \$4,400 per injury claim (WSIB Ontario, 2024). Implementing proper ergonomic solutions could help prevent such injuries and reduce the associated financial and operational burdens. Ergonomic desks, chairs, and accessories that allow employees to move and adjust their posture throughout the day help reduce discomfort and the risks associated with prolonged sitting.

## 07 RECREATIONAL AND SOCIAL SPACES

**Creating spaces for recreational activities, both physical and virtual, fosters relaxation and social interaction among employees.** In the office, this could include areas with games, puzzles, or social spaces for informal conversations.

( Globally )

# 1 in 5

### EMPLOYEES REPORT EXPERIENCING LONELINESS

\*According to Gallup's new State of the Global Workplace: 2024 Report.

**The report reveals that work location plays a key role in shaping employees' experiences with loneliness.** Remote workers report significantly higher levels of loneliness (25%) compared to their on-site counterparts (16%), with hybrid workers falling in between at 21%. Furthermore, social isolation can severely impact mental and physical health but engaged employees—those who find meaning in their work and feel connected to their teams—are far less likely to feel lonely.

Creating spaces that foster connection is critical in combating loneliness and enhancing engagement. Thoughtfully designed recreational and social areas encourage meaningful interactions between coworkers, positively impacting their health and wellbeing.



### WHY WELL-BEING IS CRITICAL FOR BUSINESSES

By creating a workplace that supports mental and physical well-being—whether in-office or remotely—companies can foster a more resilient, engaged, and satisfied workforce. Prioritizing employee well-being not only leads to a healthier work culture but also helps businesses achieve long-term success through a happier and more motivated team.



# Designing Spaces, Building Connections

## ENHANCING WORKPLACE EXPERIENCES

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THANK YOU FOR COMING!

We hope you have learned  
to implement mental health  
strategies in the workplace.

Questions? Inquiries? Contact us!

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*And the whole office team for their hard work!*