

# Mental Health Awareness Training

The Mental Health Awareness Training (MHAT) is the first scientifically evaluated workplace mental health training program designed for organizational leaders and managers in North America. The MHAT is a program that has been implemented and evaluated in a variety of work settings, from office environments, secondary education, power plants, and field settings. The MHAT is designed to provide managers with the knowledge, confidence, and skills to successfully support employee mental health and wellbeing. It is the only manager-focused workplace mental health training to demonstrate a significant ROI.

## What does the MHAT training involve?

### Brief & High Impact



Highly interactive  
3-hour training program

### Signs of Struggle Checklist



The Signs of Struggle (SOS)  
checklist is a behavior tracking  
tool for managers

### Customization



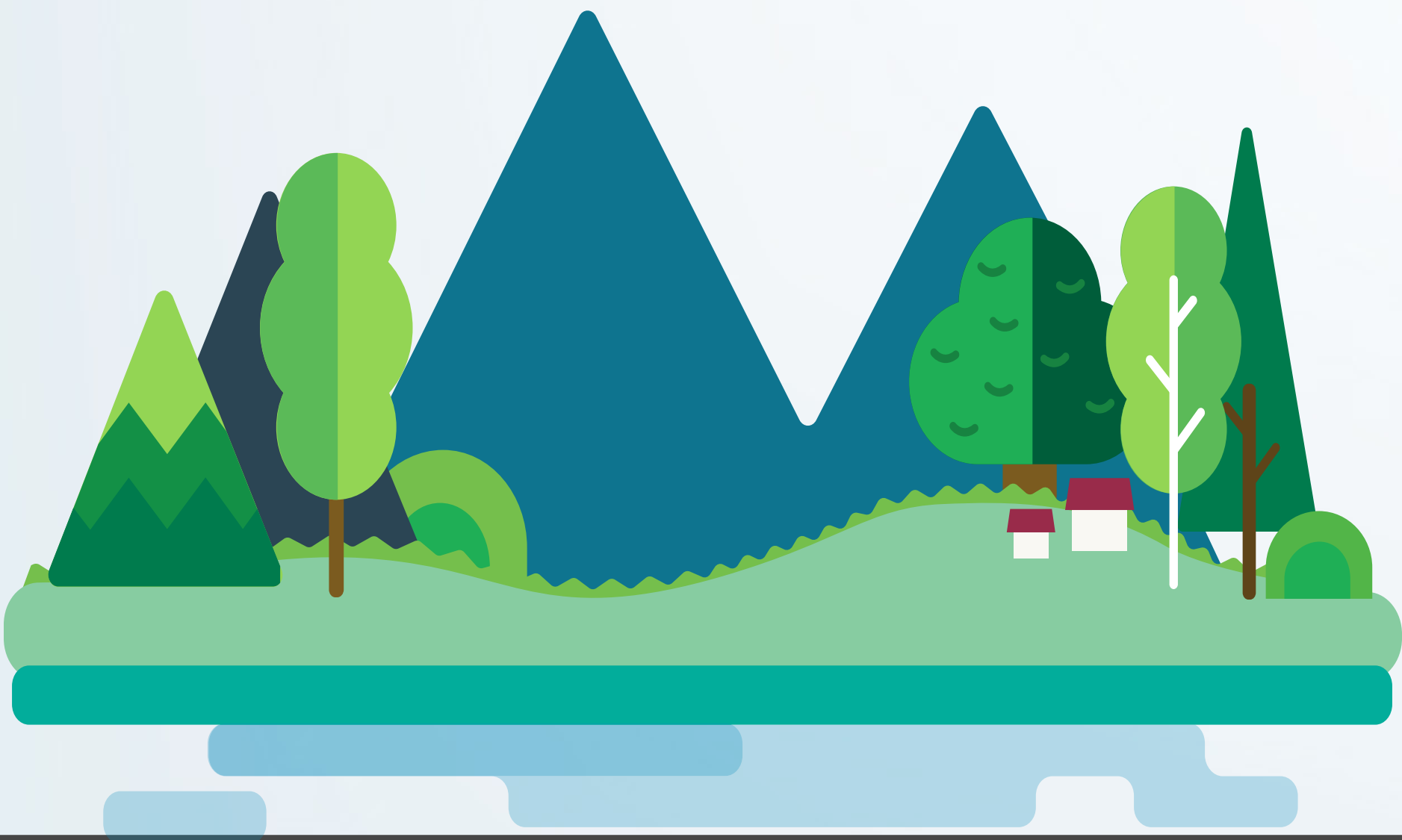
The MHAT is tailored to each  
workplace and its' unique needs and  
resources

## Why care about employee mental health?

**Common** – 1 in 5 Americans will experience a  
significant mental health problem every year (CDC)

**Costly** – \$300 billion in annual productivity losses in  
U.S. organizations is attributable to poor employee  
mental health (American Institute of Stress)

**Stigmatized** – 2 in 3 people don't seek or receive  
treatment due to the fear of discrimination  
(World Health Organization)



### The Human Case

**Detection is not diagnosis** – MHAT focuses on recognition  
and support, not treatment

**98%** would recommend the training to other leaders; 91%  
used training material at least once a week in the 4 months  
following the training

### The Business Case

**Mental health problems are management problems** –  
80% of managers believe it's part of their job to intervene when  
an employee is showing signs of mental distress. Yet, only 33%  
of managers know how

**It works** – increased knowledge, confidence, and skills among  
leaders who attend training; increased help seeking and  
resource utilization among employees whose leaders attend  
training

**ROI** – MHAT has been associated with considerable declines in  
disability costs and duration. Up to one year after implementing  
MHAT, disability claims declined by an average of 19 days per  
claim

## Testimonials

“Every leader should be trained in the MHAT.  
Even if they only experience one person with  
health issues or short-term disability, they need  
to know what to do. I feel this training would be  
beneficial to all leaders and is something we  
should incorporate into our Safety Meetings.”

“It’s not just mental health awareness training...  
it’s more like human awareness training”

## Interested in MHAT?

Contact us for information about fees and annual  
licenses, as well as research collaboration,  
education, and non-profit discounts.

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