



**CHR D**

Cree Human Resources Development

[www.chrd.ca](http://www.chrd.ca)

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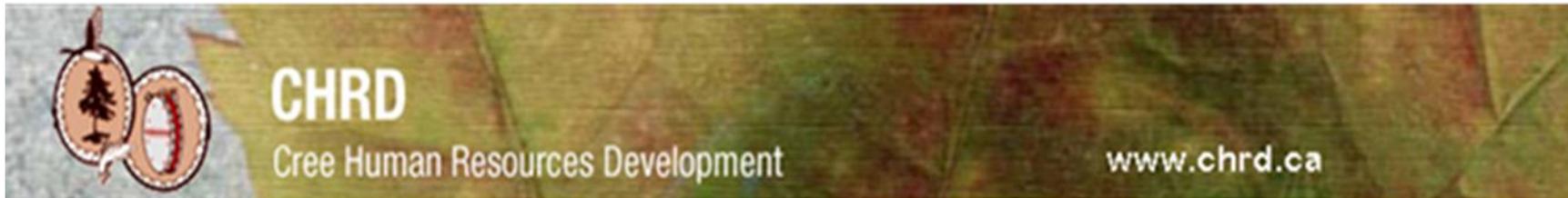




## **Cree Human Resources Development Mandate:**

**CHR D has the mandate to provide skills development, training programs and services and employment insurance services in the nine Cree communities and throughout the Territory.**

**The goal of CHR D is to help Cree and non-Cree to prepare for, obtain and keep jobs. The CHR D Programs and Services can provide support and financial assistance**



**The mandate of the CHR D Employment Initiative for People with Disabilities is to raise awareness and links people with disabilities to employment and training, employed people with disabilities to programs and services and promotes employment for people with disabilities through entrepreneurship.**

**Over the past number of years, the objective of the CHR D's Programs for Persons with Disabilities is to assist persons with disabilities in preparing for, obtaining and keeping employment or becoming self-employed, thereby increasing their economic participation and independence.**



**These Programs are exclusively for persons having any restriction or lack of ability to perform an activity in the manner or within the range considered normal for a human being. Funding namely for:**

- **All or a portion of the incremental costs of participation such as expenses relating to specialized services, equipment, transportation and accommodation**
- **Salaries**
- **Training fees (tuition, material, etc.)**
- **Training allowance**
- **Training-related materials and supplies used exclusively for training**
- **Travel expenses**
- **Meals and lodging**

### **Eligible Applicants**

- **Unemployed Cree and non-Cree 15 years old and over**
- **Any organization (business, partnership, society, band council, agency, non-profit organization, etc. not necessarily owned by a Cree beneficiary).**



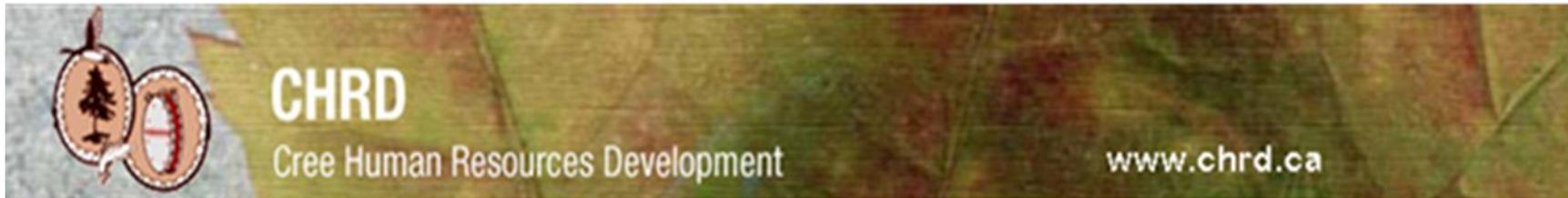
## **What is a Disability?**

- **A disability may be considered a specific medical condition or a disadvantage in certain situations.**
- **Disabilities are considered on a continuum beginning with an underlying cause, which typically may be a disease or trauma.**
- **An impairment is an abnormality of body structure or organic function. Disabilities can be function limitations, therefore, due to impairments.**



## **Seven Types of Disabilities:**

- **Hearing disabilities**
- **Seeing disabilities**
- **Speaking disabilities**
- **Agility disabilities**
- **Mobility disabilities**
- **Mental/intellectual/learning disabilities**
- **Physical disabilities not classified elsewhere**



## **Factors of Stress:**

- **One in six Canadians and one in three Indigenous people live with a disability;**
- **Indigenous persons with disabilities who live in northern, rural and remote communities face additional challenges that are different from what residents of urban southern Canada experience: and**
- **According to Family Health Magazine, A fifth of the North American workforce, and close to half of workers with depression, are thought to experience short-term disability in any given year.**



## **Workplace Stress - An Overview:**

- **A certain amount of stress in the workplace is something to be expected, although excessive stress has the potential to interfere with a person's productivity, as well as having an impact on their emotional and physical health. Discovering ways to manage workplace stress does not involve make large changes, or pondering your career ambitions, it is more about concentrating on the one thing that is always within your control; yourself.**
- **A person's ability to manage the stress they experience in their workplace not only has the potential to improve their emotional and physical health, it can also determine their failure or success on their job. The emotions you experience spread to others; the stress you experience does have an impact on the quality of your interactions with other people around you.**



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**There are some different things you can do to reduce the overall stress levels and the stress you experience while at work:**

- **Learn better communication skills**
- **Improve your relationships with management and co-workers**
- **Take steps to improve your own emotional and physical well-being**
- **Identify negative attitudes and knee-jerk habits that add to the stress you experience**



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**Feeling overwhelmed at work can make a person lose confidence and become both irritable and withdrawn. A decrease in productivity and effectiveness on the job can be the result, and the work itself can seem to be less rewarding. If a person ignores the warning signs of workplace stress it can lead to larger issues such as emotional and physical health problems. The signs and symptoms of workplace stress that has become to excessive can include the following:**

- **Fatigue**
- **Social withdrawal**
- **Stomach problems**
- **Muscle tension or headaches**
- **Apathy, loss of interest in work**
- **depressed**
- **Loss of sex drive**
- **Problems sleeping**
- **Trouble concentrating**
- **Using alcohol or drugs to cope**
- **Feeling anxious, irritable, or**



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- **Ways to Reduce Workplace Stress:**
- **If the level of stress at work is interfering with your ability to do your job, is having a negative impact on your health, or is affecting your ability to manage your personal life you need to take action and care for yourself. Begin by paying attention to your emotional and physical health, ensuring that your own needs are taken care of. When your own needs are taken care you are stronger and more able to deal with stress. As you begin to feel better you will have an increased ability to manage workplace stress without feeling overwhelmed.**
- **Fortunately, taking care of yourself is something that does not require a complete overhaul of your lifestyle. Small things have the ability to lift your mood while increasing your level of energy, making your feel more in control. Do things step-by-step, making more positive lifestyle choices, and before you know it you will notice a reduction in the levels of stress you experience at work and at home.**
- **Making good food choices is important. Eating too much can make you feel lethargic, while low blood sugar can make you feel irritable and anxious. Eating small yet frequent meals throughout your day can help you to keep your blood sugar at an even level while avoiding mood swings.**



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- **Make sure you get enough sleep. Stress and worry have the ability to cause insomnia, yet a lack of sleep can leave you open to even more stress! When you get enough sleep it is far easier to maintain your emotional balance - something that is key to your ability to cope with workplace stress.**
- **Pursue aerobic exercise. Aerobic exercise raises your heart rate while making you sweat and is an effective way to increase your energy level, relax your body and mind, sharpen your focus, and lift your mood. Thirty minutes of aerobic activity, several days a week, can provide maximum relief from workplace stress, although you can break the activity up into two or three shorter segments to accommodate your schedule.**
- **It is important to avoid alcohol or drink it in moderation, and avoid nicotine. Alcohol might temporarily reduce your levels of worry or anxiety, but too much alcohol can actually cause anxiety as it starts to wear off. Drinking to relieve workplace stress can also lead to alcohol dependence and abuse. In the same way, smoking when you feel overwhelmed and stressed can seem to be calming, but the fact is - nicotine is a powerful stimulant and leads to higher, not lower levels of anxiety.**



## **Employers, Managers, and the Reduction of Workplace Stress:**

**Where managers are concerned, it is in their best interest to keep the stress levels in the workplace to minimum levels.**

**Managers can act as positive role models, particularly during times of high stress. If a manager has the ability to remain calm in work situations that are stressful it is far easier for their employees to remain calm.**

**In addition, there are several organizational changes that employers and managers can make in order to reduce workplace stress, presented below.**



- Offer rewards and incentives
- Show that individual workers are valued
- Provide opportunities for career development
- Establish a zero-tolerance policy for harassment
- Clearly define employees' roles and responsibilities
- Consult employees about scheduling and work rules
- Provide opportunities for social interaction among employees
- Make management actions consistent with organizational values
- Make communication friendly and efficient, not mean-spirited or petty
- Give workers opportunities to participate in decisions that affect their jobs



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