

# LIVING LIFE TO THE FULL

## Evaluation for Millennials across Canada



Canadian Mental  
Health Association  
British Columbia  
*Mental health for all*

Association canadienne  
pour la santé mentale  
Colombie-Britannique  
*La santé mentale pour tous*

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SIMON FRASER UNIVERSITY  
ENGAGING THE WORLD

### Background

The workplace can play an essential role in contributing to mental wellbeing as most adults spend more than half of their time at work. It allows individuals to feel accomplished and empowered, but it can be a source of stress and burnout. Almost one tenth of the working population in Canada suffers from a mental disorder every month (Dewa et al., 2004).

Millennials (ages 24 to 39) make up a third of the Canadian population and are the largest generation of Canadians. Alarming, millennials also seem to be the generation with the highest levels of mental illnesses, suicide ideation and self-harming behaviors.

In January 2018, CMHA BC received funding of \$183,000 from Sun Life Financial, Inc. to train new facilitators and deliver 50 Living Life to the Full (LLTTF) courses across the Canada, reaching 750 millennials in the workforce over the next two years.

LLTTF is delivered in an interactive group format over eight weeks. The course is designed to teach individuals how to deal with common life challenges by learning better self-management skills using Cognitive Behavioral Therapy (CBT) principles. The course provides access to mental health support through facilitator led programming.

### Strategies

- Conduct data analysis to quantify/compare change in the wellbeing of millennials before and after LLTTF
- Collaborate with facilitators across Canada on their experiences in delivering LLTTF to millennials
- Compile facilitator feedback into an adaptation guide to make LLTTF more suitable for working millennials
- Draw on an extensive collection of knowledge from research, team members and stakeholders

### Deliverables

#### Sun Life LLTTF Report

- A document detailing the results of the Sun Life grant in reaching its target deliverables

#### Millennials Adaptation Guide

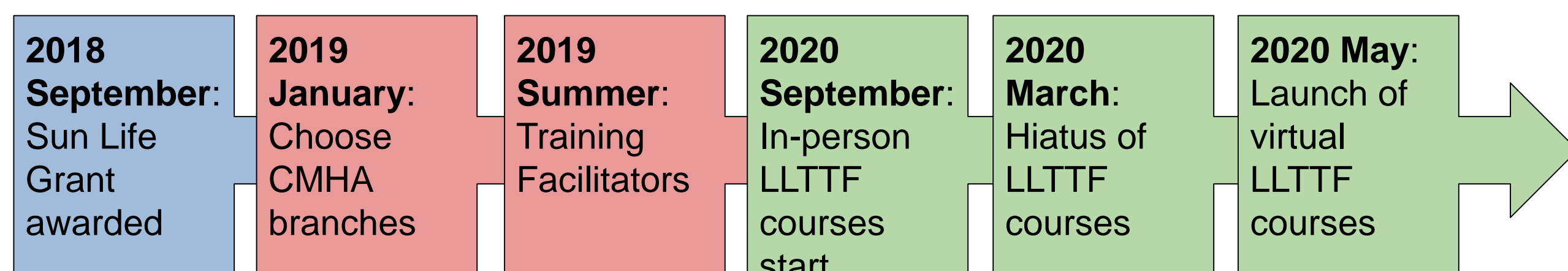
- A resource for facilitators to help prepare and deliver LLTTF course to millennials currently in the workforce.

### Reflections

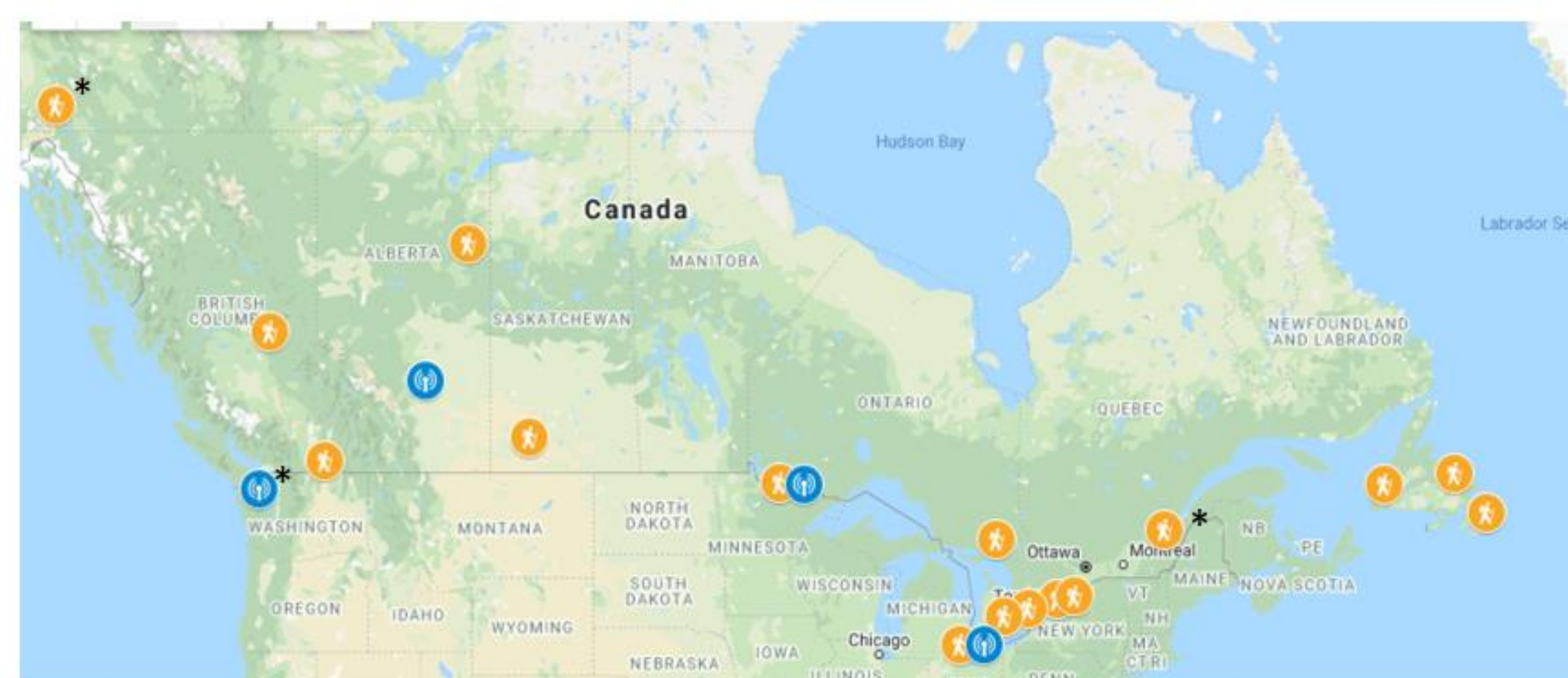
Millennials have their own specific life challenges and struggles that have adverse consequences on their mental health. It is alarming that **millennials seem to have the highest levels of mental illnesses, suicide ideation and self-harming behaviors.**

**Mental illness itself is a complex problem** that requires a complex answer. LLTTF is only one approach to improve mental wellbeing among Canadians. It is not recommended for individuals who suffer from severe depression, anxiety or post-traumatic stress disorder. Even among LLTTF courses, facilitators need to create a safe learning environment based on the lived realities of participants.

### Sun Life Grant Timeline (2018-2020)



### Living Life to the Full Course Delivery



\* Courses delivered in French

📍 In-person 🖥️ Virtual Courses

### Objectives

- Gain insight into the various socioeconomic factors that affect the mental health of millennials
- To assess the impact of LLTTF on millennials in the workplace
- Make recommendations for adaptation of the LLTTF for millennials
- Contribute to an evaluation report to Sun Life Financial Inc. about the progress of the grant

### Results

- 66% female, 33% male, 1% nonbinary
- 79% of participants were millennials
- 51% of participants are in the workforce
- 26% of participants were unemployed & looking for work

- **Participants experienced a statistically significant increase in well-being (+7.61)**



*“I appreciate the time we've spent as a group and the sense of community we've built while teaching us about and how to be kind to ourselves.” – CMHA Kingston, ON LLTTF participant*

*“I think this course impacted me positively, specifically by being more optimistic and finding more ways to be happy.” – CMHA Wood Buffalo, AB LLTTF participant*

### Future Directions

I have resumed volunteering with CMHA to assist them further with LLTTF:

#### Virtual LLTTF Courses Analysis

- Analysis done for quality assurance and to evaluate how the virtual format is fairing amidst COVID-19

#### Database Update

- Keeping the database of LLTTF partners and affiliations up to date

#### Social Media Coordinator

- Schedule positive mental health promotion posts regularly to promote LLTTF

### Acknowledgments

I would like to express my thanks to:

**Anne-Laure** for her leadership during these unprecedented times and going out of the way to support my work remotely

**Melodie & Nick** for enhancing my practicum experience with their advice and guidance based on experience with LLTTF

**Kate, Duncan & Malcom** for the support throughout my practicum placement

#### References:

Dewa, C.S., Lesage, A., Goering, P., & Caveen, M. (2004). Nature and prevalence of mental illness in the workplace. *Healthcare Papers*, 5(2), 12-25.