

We need to
talk...(more)about
Mental Health at work



Veronika Betzel

Experience

- studied to become a teacher
- 2017 as a working student
- full-time employee since 2019

Job

Quality Management
at Open Reply

Private Life

- Volunteer firefighter
- Soccer
- Calisthenics/Crossfit
- Gaming



Content Warning

- **Mental Illnesses**
 - **Depression**
 - **Anxiety**
 - **ADHD**
 - **Others**
- **Sarcasm**
- **Bad Jokes and Memes**

me telling my friends mental health is important and they should take care of themselves

how i deal with my own mental health

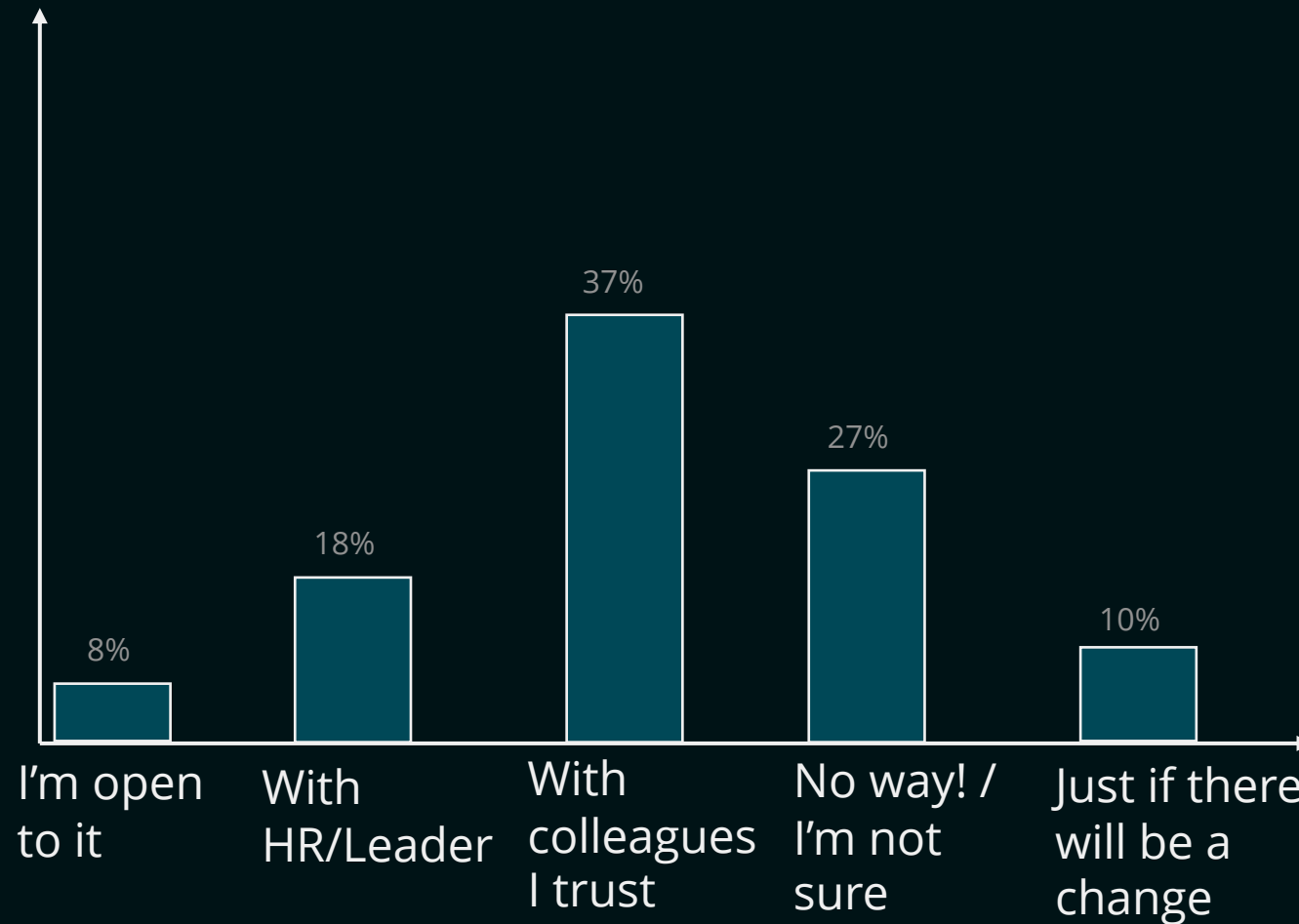


3 slides why...



1 person in 8 worldwide lives
with a mental health issue –
that's around 1 billion

Would you talk openly about psychological stress at work?



Sanism

(noun)

A form of discrimination and oppression against people based on presumed mental type (e.g. ADHD or schizophrenia), mental action (e.g. stuttering), supposed intelligence, or neurology (e.g. neurotypical or autism spectrum disorder), especially against those diagnosed with a mental disorder or a mental illness.



miro



And just let it make your work better

1. Myself
2. Colleagues
3. Employer

What can I do for
myself?

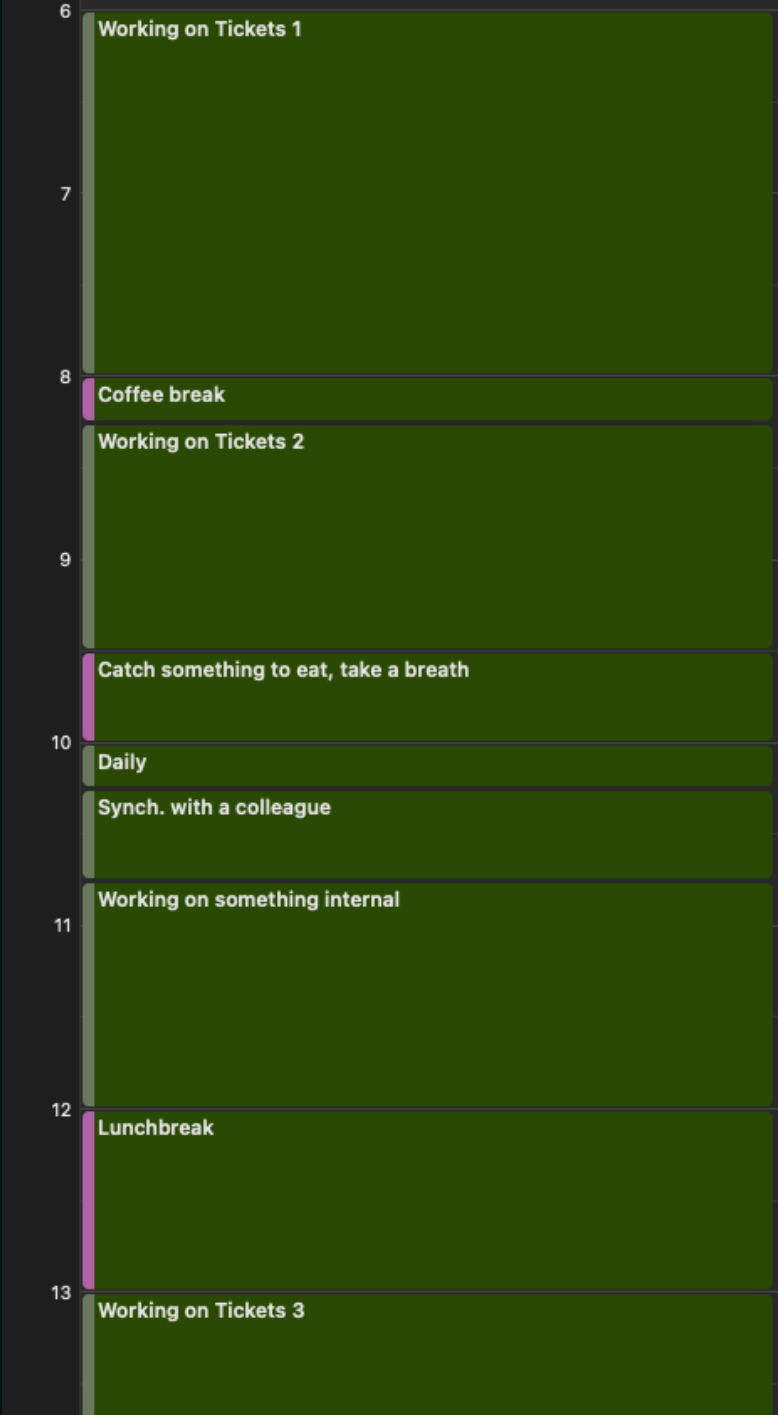
Idea #1



Self Organization

- Can lead to better mental health at work
 - Reducing stress
 - Increasing productivity
 - Enhancing time management
 - Allocating time for free time better

Idea #1



Idea #2



Listen to yourself

- What do you need?
- What are your feelings? -> Don't ignore them at work!
- Take breaks if needed
- Being sick because of an urgent mental health problem is also okay

When someone asks me how I am, after my 4th mental breakdown of the day



Idea #3



Burnout vs. Boreout

Idea #3

Burnout

- **Definition:** State of extreme exhaustion due to chronic work-related stress
- **Causes:** Arises from prolonged overload, excessive job demands and lack of adequate recovery
- **Symptoms:** Emotional exhaustion, depersonalization and a sense of reduced personal accomplishment

Boreout

- **Definition:** Refers to the feeling of boredom and underutilization at the workplace
- **Causes:** A person feels that their skills are not adequately utilized or tasks are too unchallenging
- **Symptoms:** Boredom, disinterest in work, lack of energy and frustration



Burnout vs. Boreout

- Negative impact in well-being
- Reduced job satisfaction
- Impaired job performance
- Potential for physical symptoms
- Impact on relationships
- Increased risk for mental health issues
- Workplace dissatisfaction

Idea ~~#2~~ #4



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What can I do as a
colleague?

Idea #1



(Supportive) Communication

- Is a two-side thing
- Can not only work if one person is communicating "correctly"

Idea #1

Supportive Communication

20

**Setting
Boundaries**



Active Listening



Empathy

**Non-Judgmental
Attitude**



Idea #2



Safe Space at work

- Has numerous positive impacts on employees and overall organizational benefit

What can I do as an employer?



It is not necessary to have an extern involved in my opinion



Company Values



Providing emergency plans and (a) person(s) responsibility for it



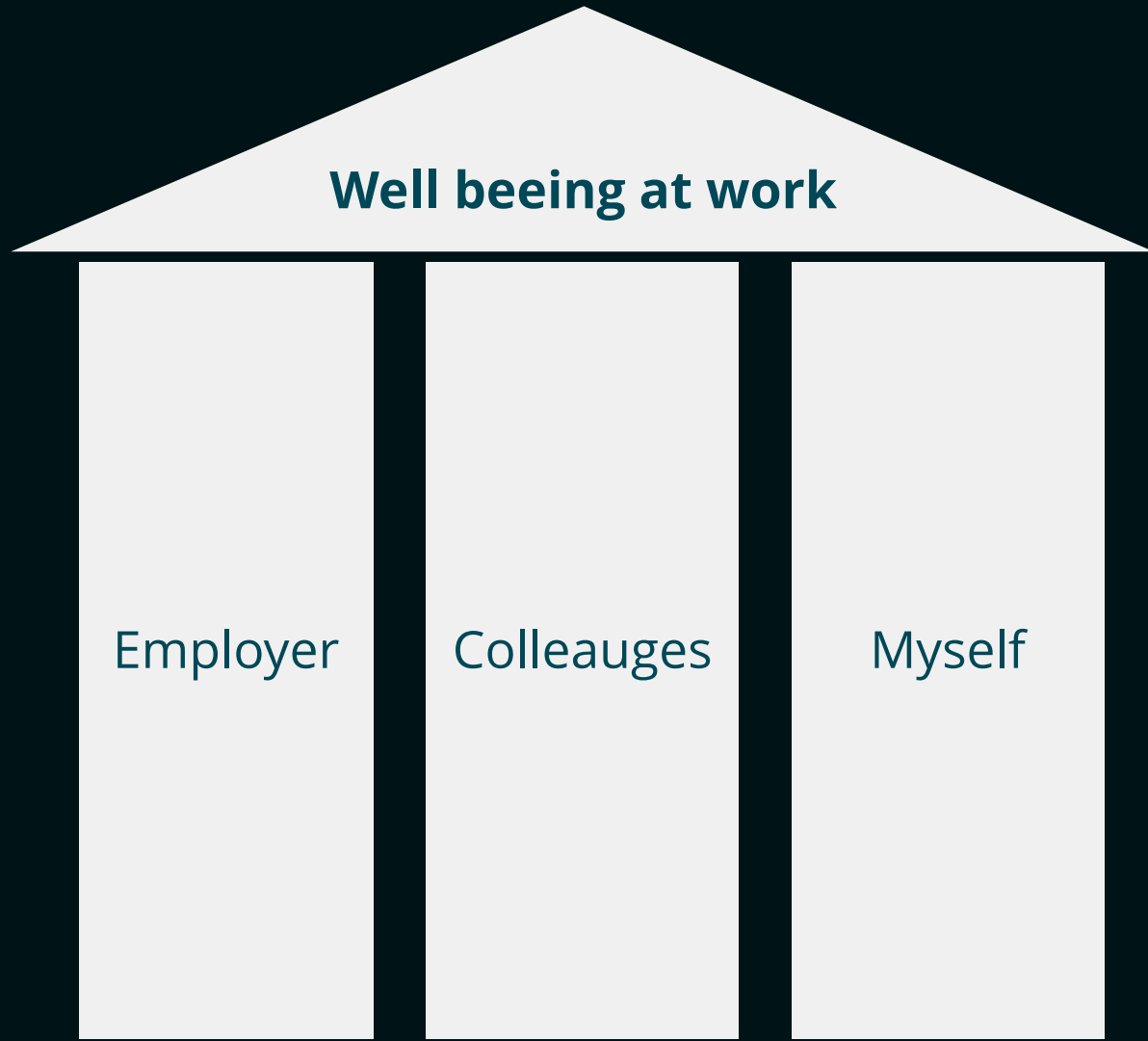
Supporting Work-Life Balance



Evaluate the Status Quo

"You look stressed"
Me: "Thanks, it's probably all the stress"





**8 billion people need to
redefine what success
looks like. It's not to
make a billion dollars,
it's to wake up in the
morning and actually
be in a good mood.**

A handwritten signature in white ink, appearing to be 'Ja' followed by a long horizontal stroke.

Thank you for
Listening!



Any questions?





Mentor and Speaker Hub

Our goal is to *connect* speakers with mentors to assist in *preparing* technical sessions and *improving* presentation skills

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<https://mashprogram.wordpress.com>