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Webinar on
Psychosocial Care and Mental Health in Industry
"Post Lockdown"
June 05, 2020

**Psychological reactions and
vulnerabilities: Care at workplace**



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NORMAL REACTIONS TO ABNORMAL SITUATIONS

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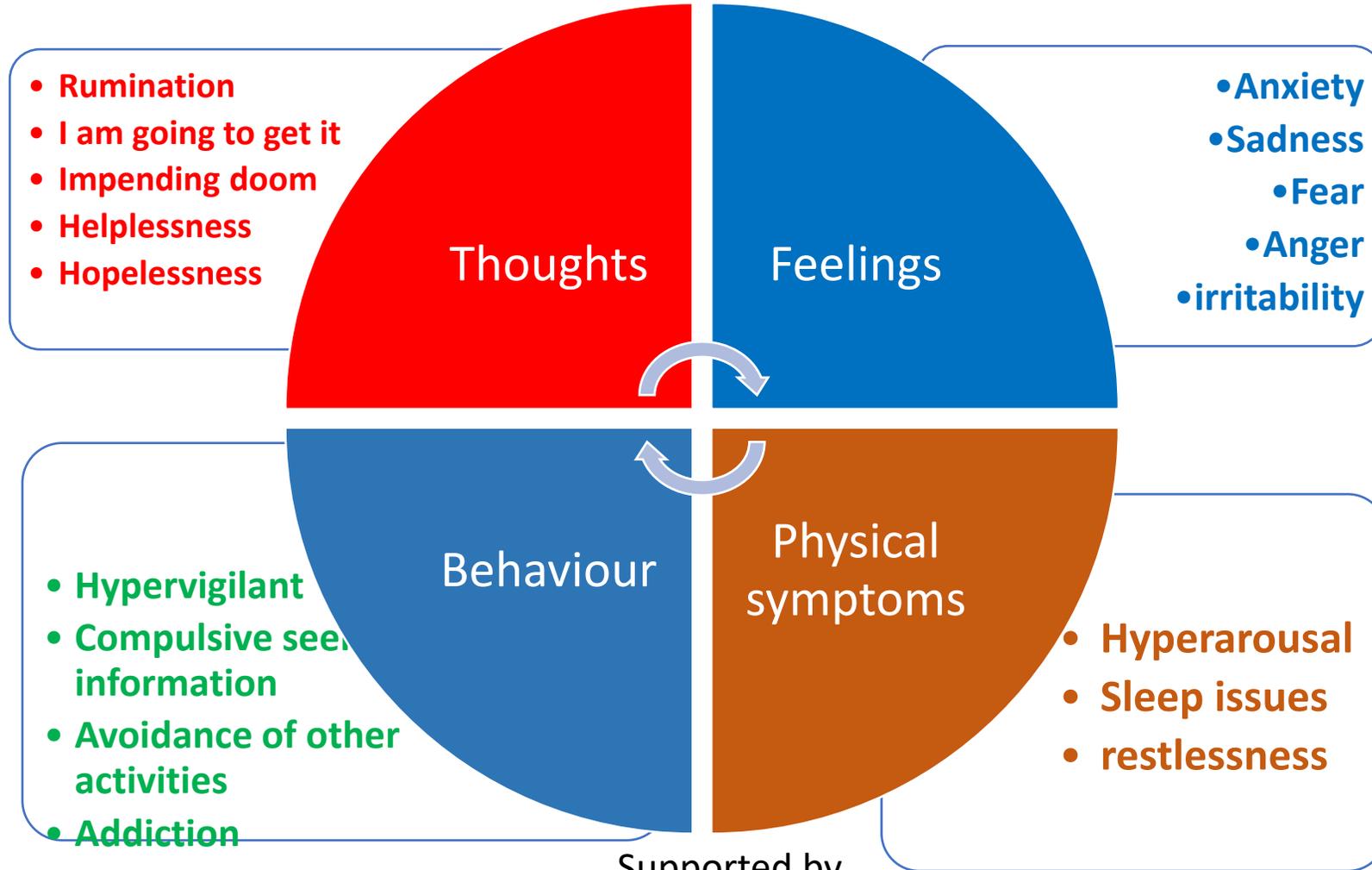
Fear of

- Contacting it
- Family members contacting it
- Friends / Partners contacting it
- Job loss / pay cut
- Increased Targets & Working hours
- Working atmosphere / hygiene

What will happen, if

- Quarantine
- Stigma
- Finances
- Family obligations
- Children's education
- Future

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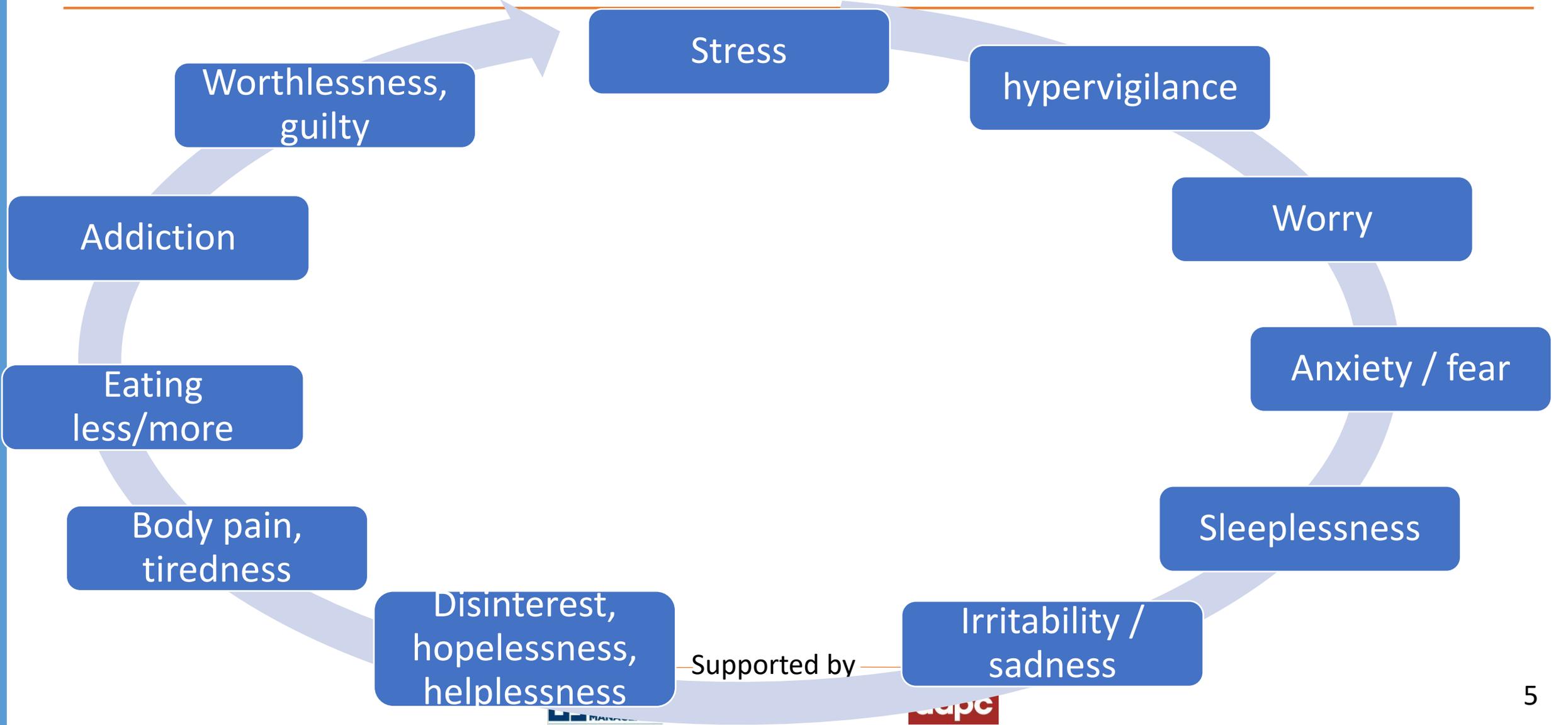




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Anxiety
Depression
Addiction
Self-injurious behaviour
Other mental health conditions

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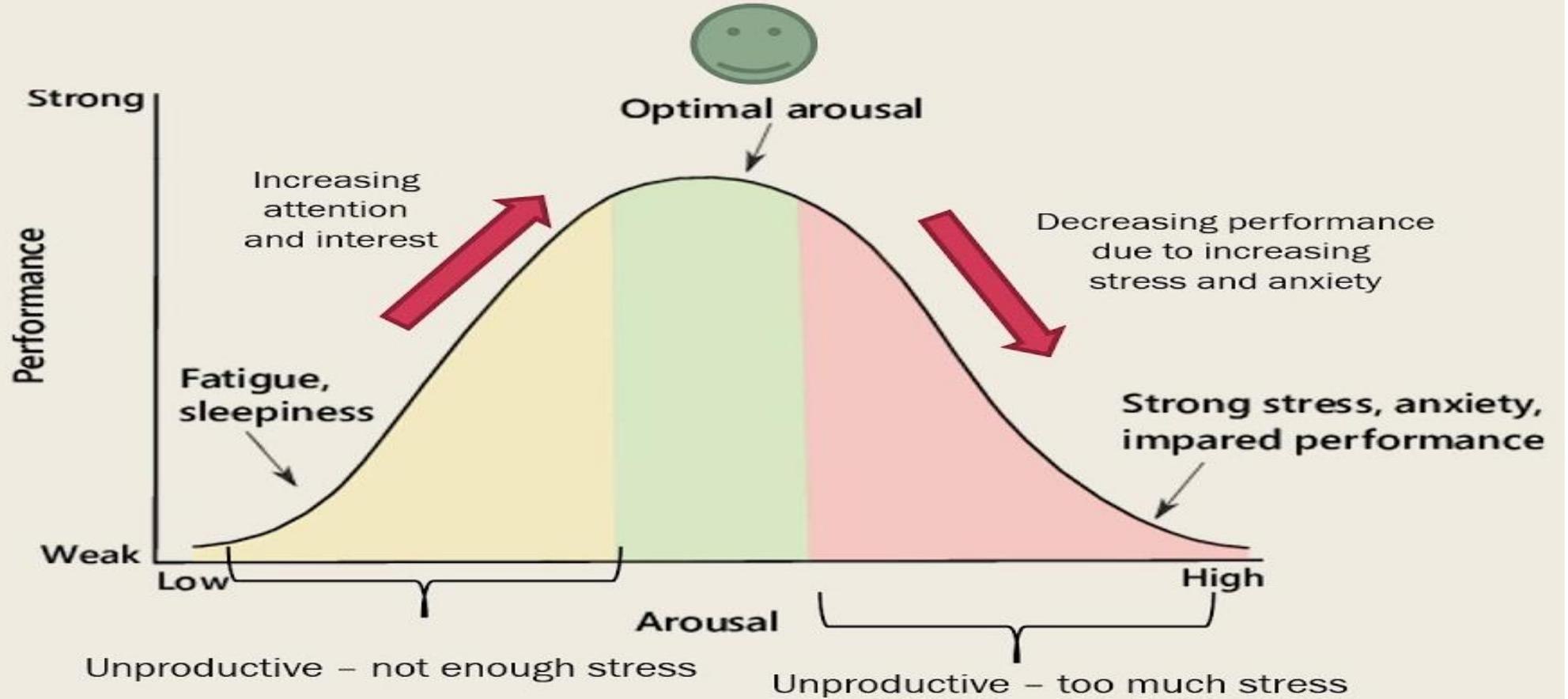
Stress

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The Yerkes-Dodson Law: Inverted U-Model



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Survey in US, April 1 – 18, 2020 (Johsberson)

Top issues on Employees' mind

- Financial security – 81 %
- Health and Wellbeing – 56 %
- Family – 25 %
- Productivity and work – 24 %

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I am afraid of Coronavirus - 59%

I expect my work life to be disrupted by coronavirus – 72%

I am afraid to go to work because of the risk exposure – 41%

A survey by Forrester's Q1 2020 in US, March 3rd week

Employed adults, n = 504

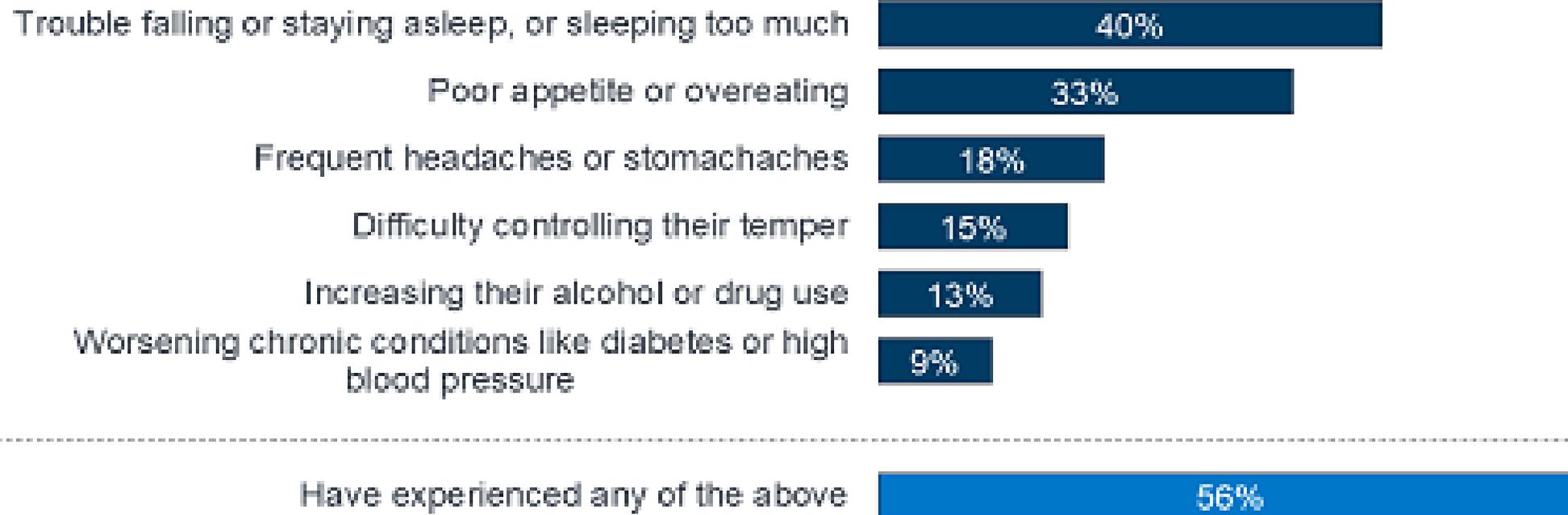
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Majority Say Worry Or Stress Related To Coronavirus Has Had Adverse Effects On Their Health Or Wellbeing

Percent who say that worry or stress related to the coronavirus outbreak has caused them to experience each of the following in the past two months:





UNEMPLOYMENT AND MENTAL HEALTH

Of those who reported job loss in their household due to coronavirus in the past week:

55%

perceive a high risk of **getting sick**

82%

feel anxious some to most of the time

73%

feel down, depressed, or **hopeless**

Only **11%** feel **hopeful** about the future

CUNY Graduate School of Public Health and Health Policy Tracking Survey April 3-5, 2020, MM, n=1000, +/-3%

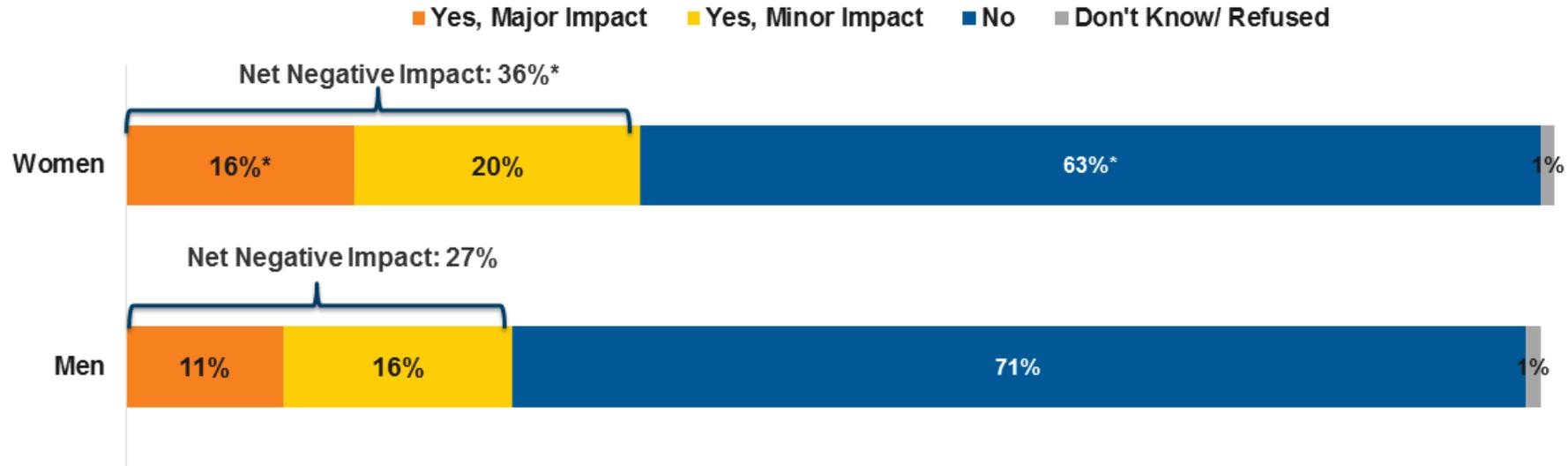
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More Women Report Feeling Negative Mental Health Effects From Worry About Coronavirus

Do you feel that worry or stress related to coronavirus has had a negative impact on your mental health or not?



NOTES: *Indicates a statically significant difference from men; $p < .05$
SOURCE: KFF Coronavirus Poll—March 2020 (conducted March 11-15, 2020). See topline for full question wording.



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Care at workplace

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Physical restructuring:

You know best what to do

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Flexibility & Responsive (as much as possible)

- Time
- Place
- Productivity
- Absence
- Person to person

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Flexibility towards recovered covid -19 employees

- They may not be fully capable for work
- Might take long time to reach pre-covid levels of functioning
- Might have lots of physical, psychological and social issues
and/or problems

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What can be done (few suggestions)

- Effective communication
 - Covid – 19
 - Work related decisions
- Harsh / impulsive decisions should be avoided
 - This will prevent employees from hiding covid symptoms
- Adequate rest breaks
- Feedback boxes

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Apart from work

- Maintain a schedule
- Exercise
- Sleep
- Diet
- Reduce caffeine, nicotine, alcohol
- Restrict reading/watching covid 19 information

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Apart from work

- Involve yourself in community work & social relationships
- Help other family members / fellow workers
- Reduce social media usage
- Try to do or learn something new if time permits
- Share your issues / problems with near and dear ones

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Apart from work

- Monitor your thoughts, feelings and behavior
 - Inappropriate, maladaptive, negative
- Share your issues / problems with near and dear ones
- Set up worry time
- Focus on positives
 - Silver lining / end of the tunnel / changing perspective



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this too shall pass

Thank You !!

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