

PEER SUPPORT FOR MENTAL HEALTH



Agenda



- 1 Work and psyche: What influences what and how?
- 2 What does mentally healthy / ill actually mean?
- 3 How do I recognize that others are not doing well?
- 4 ... and which diagnoses might be the reason?
- 5 Ok, so what can I or we as a team do?
- 6 Q&A: Your question and our answers

Relationships at work: Investing pays off



About 84%

... of Germans say that good collegial relationships are the most important thing about work for them



About 50%

... of the time we don't sleep we spend with colleagues



Facts and Figures



- One in 4 men and one in 3 women are affected annually
- Anxiety disorders are the most common
- 27 people commit suicide every day
- 5.3 million suffer from depression
- On average it takes several years until people start therapy

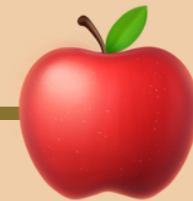


HOW DO DISEASES EVOLVE?



The Ease-Disease Continuum

H
E
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I
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Bio-Psycho-Sozial Model



Genes

Stress Coping

Work



Health results from a mixture of different factors. Work can be protective and also a risk for our mental health. We can strengthen our psychological resources.

**HOW DO I
RECOGNIZE THAT
OTHERS ARE NOT
DOING WELL?**



Signs



Performance

- Lack of concentration
- Inattentive in meetings
- Poor decision making
- Poor prioritization
- Lack of initiative
- Frequent mistakes
- Forgetful with respect to appointments and tasks



Behaviour

- Suddenly the camera is always turned off
- Impatient and irritable in meetings
- Working extensive overtime
- All of sudden the person does not participate in discussions / social activities anymore
- Reduced emotional responsiveness



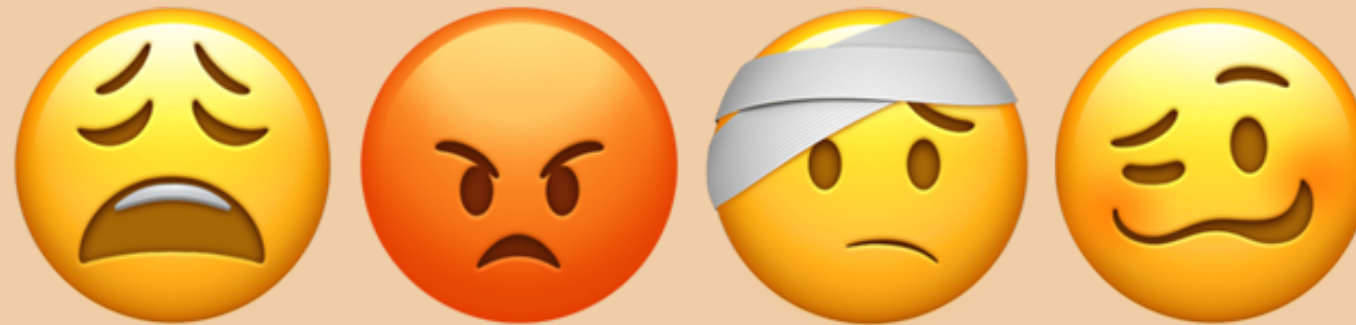
Body

- Little variability in the voice
- Shallow breathing
- Few/unusual facial expressions
- Nervous restless movements (tics like scratching, zapping etc.)
- Increased unexplained physical complaints
- Change in appearance
- Neglect of personal hygiene

**WHICH
DIAGNOSES
MIGHT BE
BEHIND THIS?**



Mental Disorders



Are displayed
through a change in
emotion, behavior,
and thought

Cause suffering
and impairment



Most common disorders



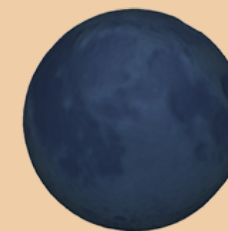
Anxiety

- Most common diagnosis group
- Many different diagnoses
- Phobias, generalised anxiety disorder, panic disorder or obsessive-compulsive disorder.
- Often accompanied by panic attacks



Addiction

- Highly stigmatized and still shameful to admit
- Is a disease not a choice
- Form of self-medication
- High comorbidity
- "Consumption despite negative consequences"



Depression

- Feeling sad, irritable or joyless for more than 2 weeks
- There is no such thing as „THE“ depression
- For some it feels like: “inner emptiness / nothingness”
- Causes suffering and impairment



Burnout



Phenomenon has
been described
since the 1970s and
is not a diagnosis

Persistent physical
and emotional
exhaustion due to
overwork

**OK, SO WHAT
CAN I DO IF
SOMEONE IS NOT
DOING WELL?**



CAUTION!



Don't jump to conclusions based solely on your observations! Initiate a conversation.



Conversation Guide

1 Observation

„Hey, I missed you at the last team event. I just wanted to ask how you are doing lately.“

2 Sympathy

"I'm so sorry to hear that. That really sounds exhausting / like there is a lot going on with you right now.“

3 Open ended Questions

"How long has this been going on? Is there anything in particular that's bothering you at the moment?"

4 Active listening

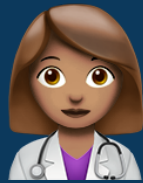
Showing attention through body language, and paraphrasing

5 Discuss Support

"What support do you currently have?
Who would you like to talk to about it?"



And where do I get support?



Doctors/ general practitioners /
company doctors



116 117 : Appointments (DE)



Telephone counselling:
08001110111 (German)



www.psych-info.de

**WHAT CAN WE
DO AS A TEAM
WHEN SOMEONE
FALLS ILL?**



What if someone is on sick leave for a bit longer?



Stay in
touch



Give
space



Avoid
gossip



How to act when someone returns after a prolonged sick leave?



Ask
questions



Organize a
welcome



Make
arrangements



What does this mean for long term teamwork?



Accept
boundaries

Make room
to talk

Enable
support



Do not forget yourself.
Only those who take
care of themselves can
help others.

Wrap Up



Dos

- Listen and be there
- Start a conversation
- Know the facts
- Stay in touch
- Know how to help



Don'ts

- Ignore
- Diagnose
- Become a therapist
- Feel responsible for everyone
- Be afraid to say or do something wrong

Thank you!

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