

“One thing” Staff Survey

- In one week we received 353 responses (week 8th Oct). The survey is still open. These posters are a small sample of replies
- Would you be willing for your "one things" to be shared (anonymously if you wish) in a health promotion campaign? 82% said yes
- If we use your "one things", how would you like to be credited?
 - Anonymous (Anon) n=62%
 - Field staff n=22.5%
 - HQ Staff n=15%
- **Two questions**
 - When you are struggling with your own mental health, what is the one thing you would like your co-workers or manager to know?
 - When you are struggling with your own mental health what is the one thing you would like your co-workers or manager to do?

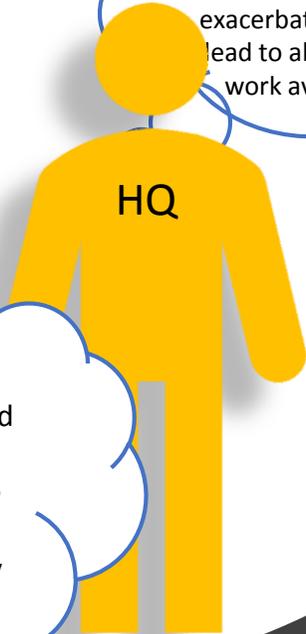


I want my coworkers and managers to KNOW...



Anon

To be mindful that negative behavior, words, actions deeds can trigger PTSD (being bullied, harassed, excluded from meetings/events, management failing to address and assist in resolving conflicts...these triggers bring up my abusive past can send me into a downward spiral of depression, migraines, exacerbate my low self-esteem...all of which lead to absenteeism, lack of motivation and work avoidance but worst of all, suicidal thoughts).



HQ



Field Staff

That I need time to find healing and not to use my lack of productivity against me

I would like my manager to know that his daily inflictment of stress is the main cause of the deterioration of my mental health and, consequently, the quality of my physical health (bad sleep, digestion issues, etc). My co-workers are also suffering it



Anon.



Field Staff

I will recover! provided that temporary arrangements can be agreed up to enable me recover smoothly



HQ

I would like them to know that I will overcome this and that they can always count on me



Anon.

At least to recognize it

To be understanding, non-judgmental and maintain confidentiality

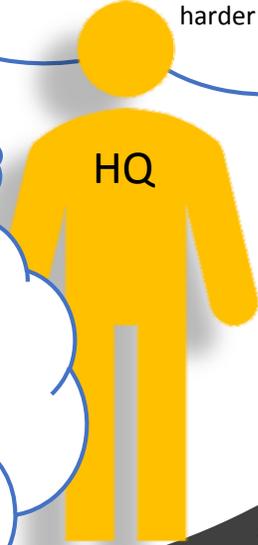


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I want my coworkers and managers to KNOW...



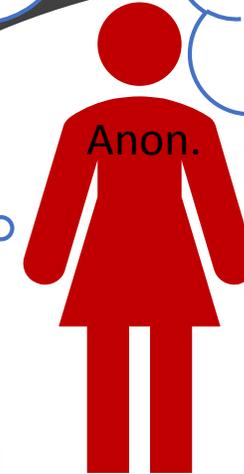
I have been struggling with postpartum depression and post-traumatic stress disorder related to the events surrounding the birth of my child. The head of my organization (officer in charge) has directly attacked and shamed me for breastfeeding. I want the head of my organization to know that challenges I am facing are a real thing, and under no circumstances is it ok to shame a woman for breastfeeding. His discrimination against me for being a breastfeeding mother have caused me so much stress and made recovering from both issues even harder



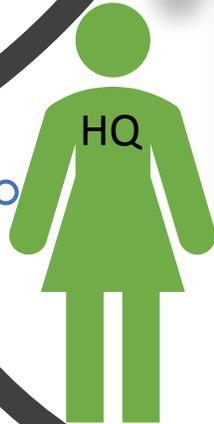
I am doing my best to carry on working, but that I am fragile and putting additional pressure/ shortening deadlines/ adding work only makes things worse



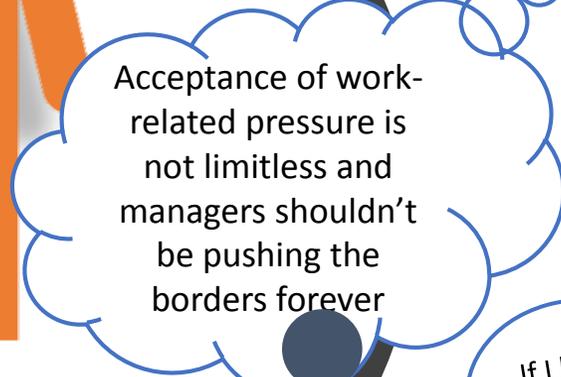
I will overcome this and that they can always count on me



I would rather they knew nothing. What if I end up not being able to deliver and accomplish my work? This may reflect on my PAD!



I am trying to balance my work and private life, and that I would like to do well on both counts, but that in certain periods it can be challenging



Acceptance of work-related pressure is not limitless and managers shouldn't be pushing the borders forever

If I had a choice, I would choose not to struggle. In other words, judgements, pity and disregard are not helpful and should not be misconstrued as a sign or symptom of poor competences or lack of core values.



I want my coworkers and managers to **KNOW**...



That people often hide what they are going through while suffering inside. And also that problems such as anxiety, stress, or related insomnia, can really affect one's ability to concentrate and dedicate to work. In such situations, being absent-minded or prone to mistakes is not a result of neglect or carelessness but simply it's impossible to process too many things at the same time (personal problems and issues).



No one is perfect or immune to mental health problems

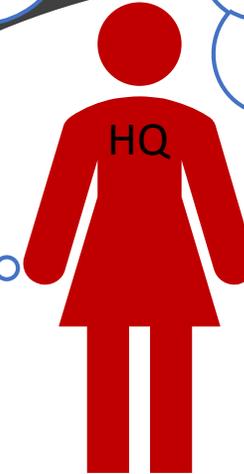


I respond best to clear, open, compassionate communication



I am committed to my work and that I am doing my best but my anxiety and depression makes me feel that I am failing. I fear that you also feel that I am failing and that I am a useless colleague

I need time to recover



None. I would not like to disclose mental health problems with my coworkers or manager



When I voice out my struggling, I really mean it



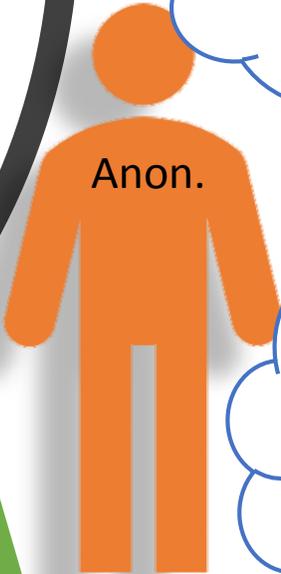
I want my coworkers and managers to DO...



Ask if I have too many things on my plate, if they can help with some of my tasks, or if I need a day off or to work from home



Field Staff



Anon.



HQ



Field Staff



Anon.



Anon.

Just to take a few minutes to ask how I am, if everything is OK, if they can do anything to help.

To accept that we all have good days and bad days. That I'm not weak

Treat mental and physical illness with the same compassion and accommodation

Build room to discuss temporary arrangements e.g. flexible working conditions

Encourage help-seeking behaviour and offer support

Being less pursuant and giving more space to organise one's work according to one's current ability. Also to understand that people need "personal days" without having to invent reasons for one-day leave.



I want my coworkers and managers to DO...



Be kind. Be patient. Understand
I don't want to be absent. I don't
want to have anxiety. I don't
want to have to see a therapist. I
don't want to spend days crying.
I want to be an employee we
can both be proud of.



Field Staff

Empathy.
Trust that I'm
doing my best to
overcome the
problem



Anon.

NOT say things
like: everyone
feels this way, just
cheer up, etc.

Approve my time
off without
judgement but
with empathy



HQ

Be
understanding
and
supportive

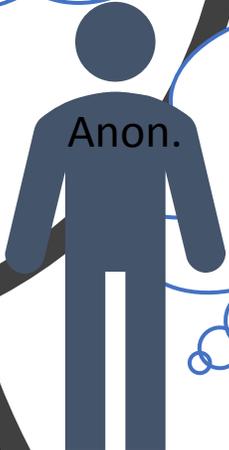


Field Staff



Anon.

Appreciate that I am doing
everything to ensure that
this does not impact on my
work, but this is not always
possible - just show patience
and kindness



Anon.

I would like managers not
only to try to understand, but
to clearly see how their
actions/lack of actions have
an impact on my health; and
change this trend.



I want my coworkers and managers to DO...



I wish that managers, and heads of organizations, would empathize more in the actions and words with new mothers and the struggles they face (aside from also generally wishing that managers and heads of organizations were aware that such conduct is not acceptable)



Not to shout at me



To be compassionate; to understand that this is a temporary phase but that it is difficult for the person experiencing it



Let us know that we matter and are an important part of the organization. An occasional email of "how you doing?" or phone call would be so meaningful

Be authentic and support. Be flexible and not rigid



Allow me time to recover, time off, or working remotely, and not adding extra work to my plate



To support and still believe in me



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