



“ONE THING” Staff Survey

In one week we received **353** responses (week of 8th Oct). The survey is open till the end of November. 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 co-workers and managers to **know**

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

“That I need time to find healing and not to use my lack of productivity against me”
-Anonymous, Field Staff

“At least to recognize it”
-Anonymous

“To be mindful that negative behaviour, words, actions deeds can trigger PTSD”

- Anonymous, HQ

“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”

-Anonymous

“To be understanding, non-judgmental and maintain confidentiality”

-Anonymous

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

-Anonymous, Field Staff

“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”

-Anonymous



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I want my co-workers and managers to **know**

"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"

-Anonymous , HQ

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

-Anonymous, Field Staff

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

-Anonymous

"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!"

- Anonymous, Field Staff

"I respond best to clear, open, compassionate communication"

-Anonymous, Field Staff

"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."

-Anonymous

"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"

-Anonymous , HQ

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I want my co-workers and managers to **know**

“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”

-Anonymous , HQ

“No one is perfect or immune to mental health problems”

-Anonymous, Field Staff

“When I voice out my struggling, I really mean it”

-Anonymous , Field Staff

“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.”

-Anonymous

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

-Anonymous

“I need time to recover”

- Anonymous, HQ

“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”

-Anonymous , HQ



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I want my co-workers 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
-Anonymous , HQ

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

“Empathy. Trust that I’m doing my best to overcome the problem”
-Anonymous , Field Staff

“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”
-Anonymous , HQ

“NOT say things like: everyone feels this way, just cheer up, etc.”
-Anonymous , Field Staff

“To accept that we all have good days and bad days. That I’m not weak”
-Anonymous

“Encourage help-seeking behaviour and offer support”
-Anonymous , Field Staff



“Approve my time off without judgement but with empathy”
-Anonymous , HQ

“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.”
-Anonymous

“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.”
-Anonymous

“Build room to discuss temporary arrangements e.g. flexible working conditions”
-Anonymous

“Treat mental and physical illness with the same compassion and accommodation”
-Anonymous , HQ

“Be understanding and supportive”
-Anonymous , HQ



I want my co-workers 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)"

-Anonymous , HQ

"Not to shout at me"

-Anonymous , Field Staff

"To support and still believe in me "

-Anonymous , HQ

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

-Anonymous , Field Staff

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

-Anonymous

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

-Anonymous

"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"

-Anonymous

"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"

-Anonymous

"Be authentic and support. Be flexible and not rigid"

-Anonymous , HQ

