“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?
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

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

Field Staff

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

Anon.

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

Field Staff

I want my coworkers and managers to KNOW...

Field Staff

To be understanding, non-judgmental and maintain confidentiality

HQ

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

HQ

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 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.

Field Staff

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

Anon.

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!

Anon.

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

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

I respond best to clear, open, compassionate communication

When I voice out my struggling, I really mean it

I need time to recover

No one is perfect or immune to mental health problems

Field Staff

Anon

Field Staff

Field Staff

HQ

HQ

Anon.

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

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

None.
I want my coworkers and managers to **DO...**

*HQ*

- 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*

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

*Anon.*

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

*HQ*

- Treat mental and physical illness with the same compassion and accommodation.

*Field Staff*

- Encourage help-seeking behaviour and offer support.

*Anon.*

- Being less pursuasive 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.

*Anon.*

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

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.

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

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

Approve my time off without judgement but with empathy.

Be understanding and supportive.

I 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.

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

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.

To support and still believe in me

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

Anon.

Be authentic and support.

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

Not to shout at me

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)

Anon.

Anon.

Field Staff

Field Staff

HQ

HQ