

# MENTAL HEALTH AND WELLBEING AT THE WORKPLACE

A look into how we work with psychosocial work environment in general  
in danish organisations.

# TWO MAIN AREAS REGARDING MENTAL WELLBEING

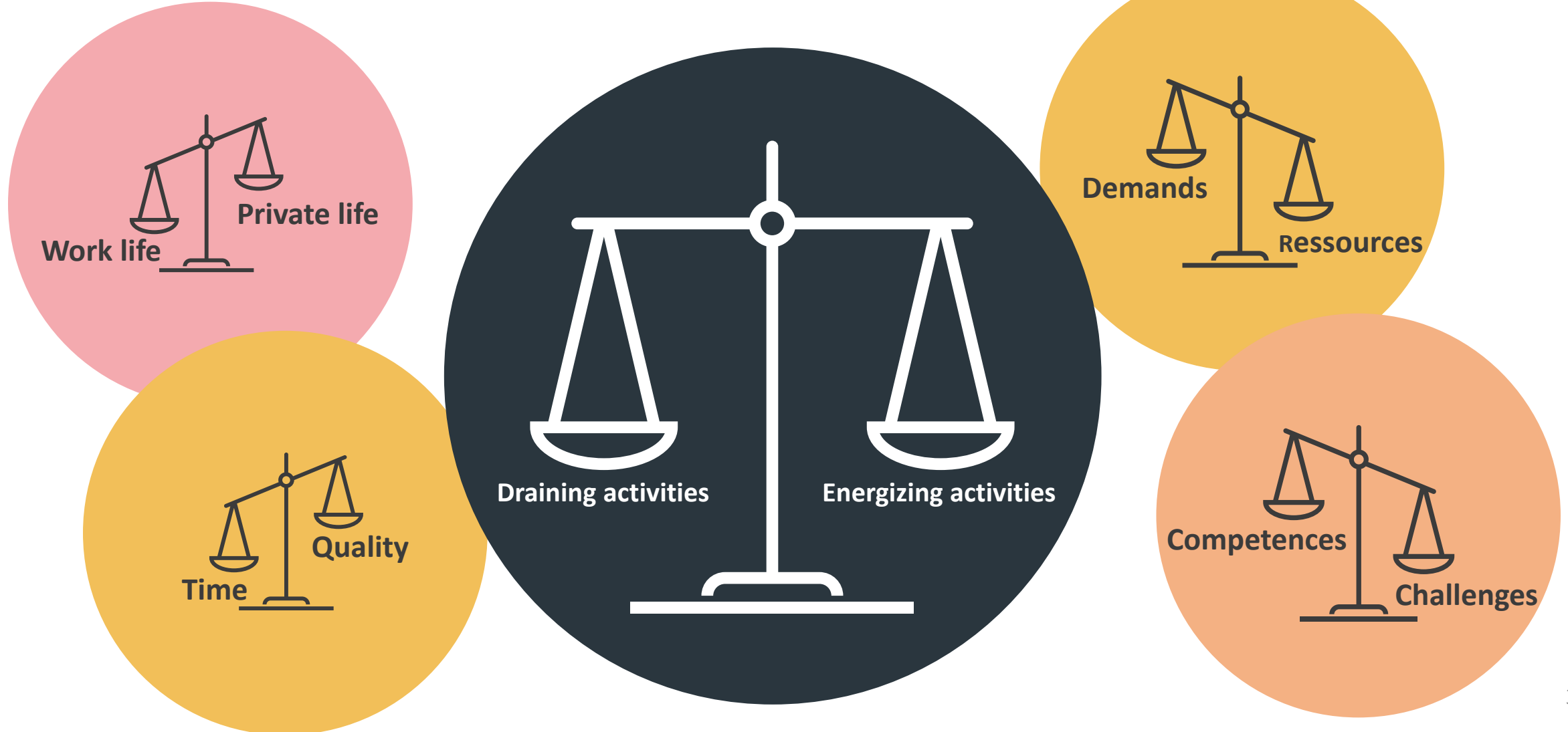
## STRESS AND JOB SATISFACTION



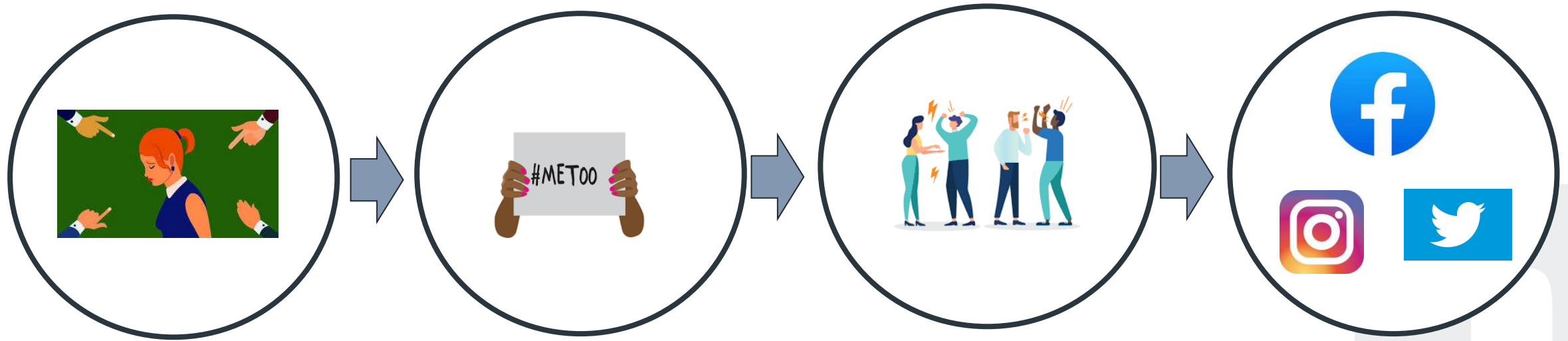
## DE&I AND HARRASSMENT



# MENTAL WELLBEING IS ALL ABOUT BALANCES



# DIFFERENT TYPES OF HARRASSMENT



Bullying

Sexual harassment

Threats and violence

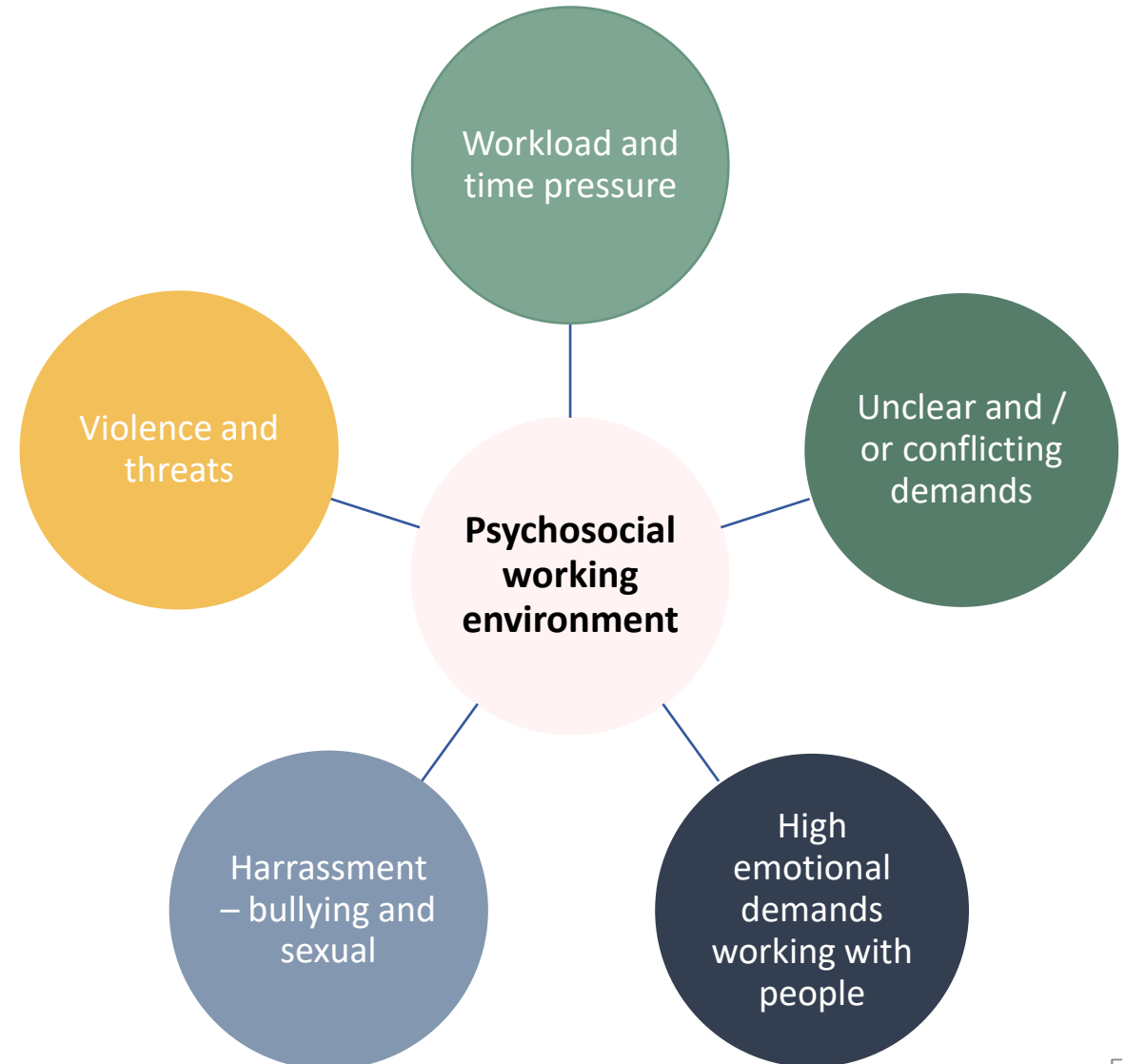
Digital harassment

# THE DANISH WORKING ENVIRONMENT ACT

## §1

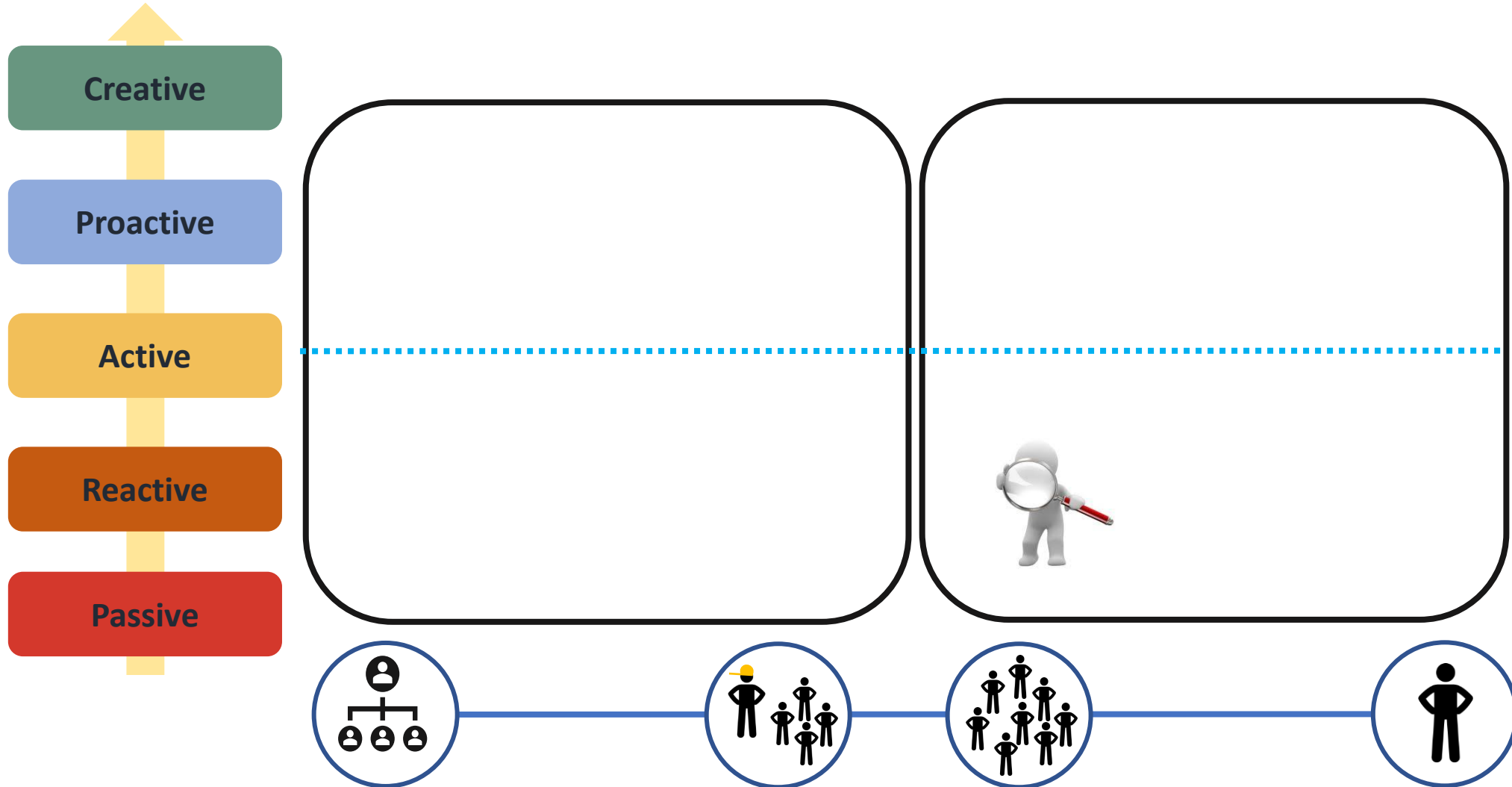
A safe and healthy physical and **psychosocial** working environment which is at all times in accordance with the technical and social development of society

**1 Executive order** regarding the psychosocial working environment and **5 WEA guidelines**



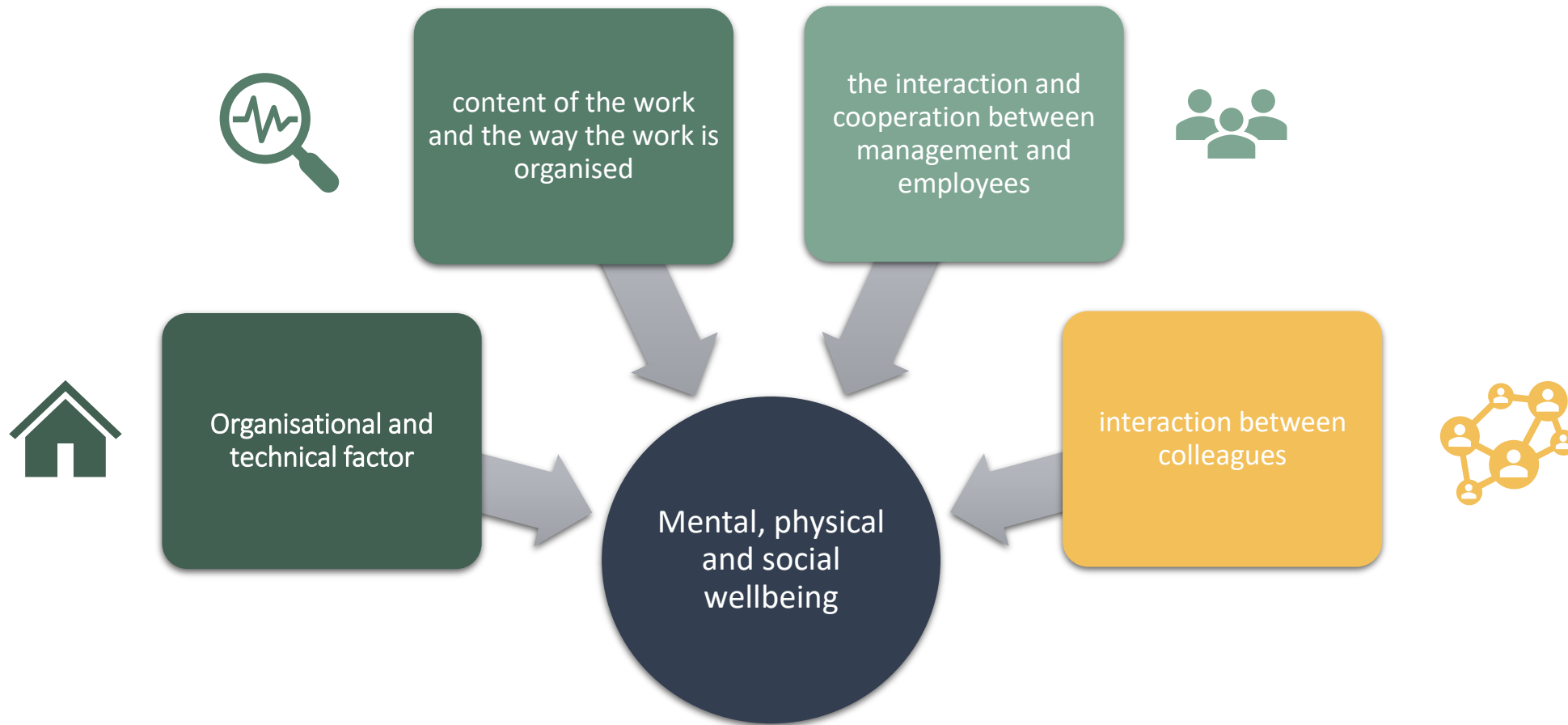
# HOW TO WORK WITH PSYCHOSOCIAL WORK ENVIRONMENT - CULTURAL ANALYSIS

# FROM FIRST CONTACT TO DEVELOPMENT



# PSYCHOSOCIAL WORKING ENVIRONMENT

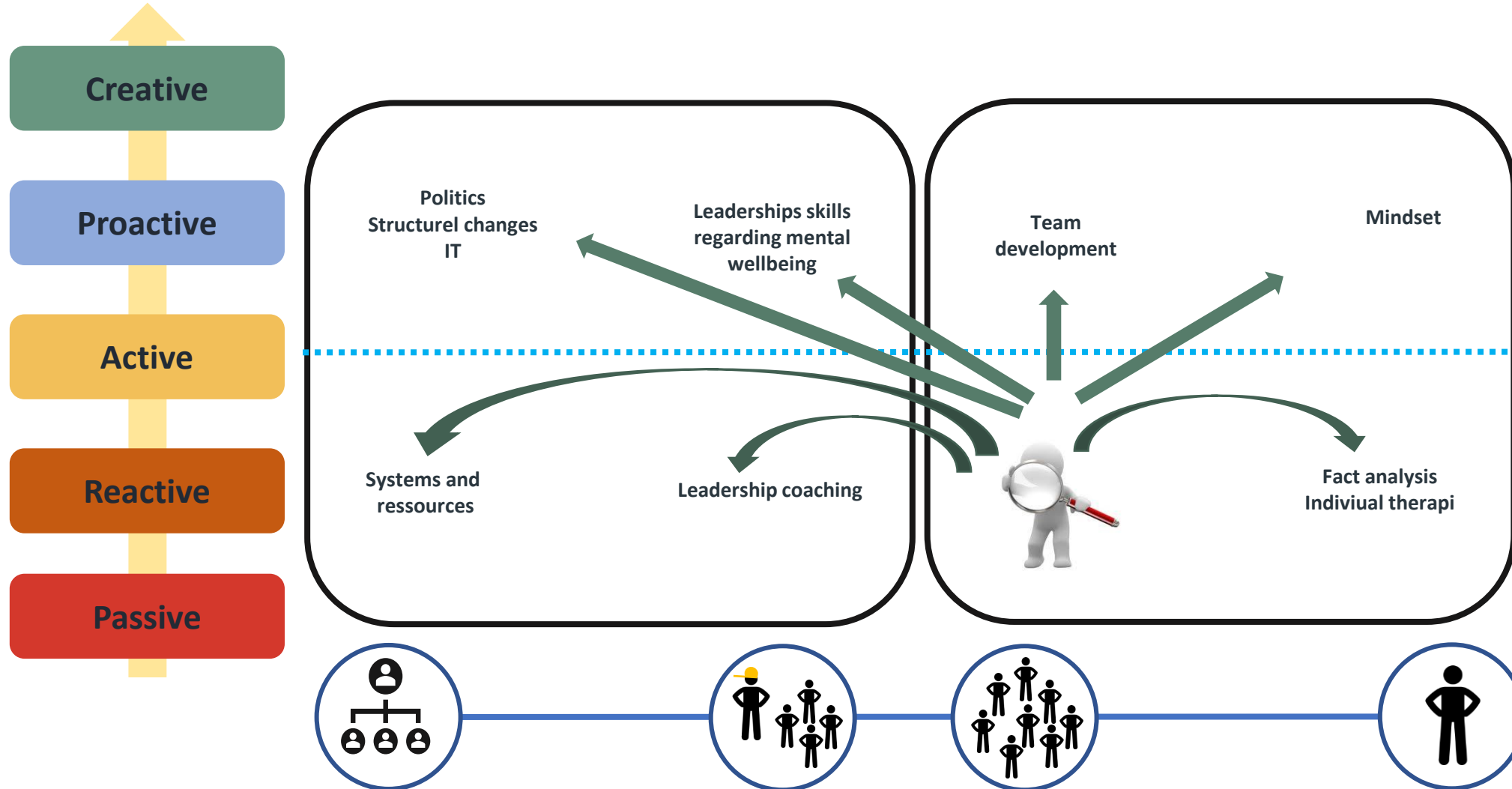
Factors on different levels in the organisation



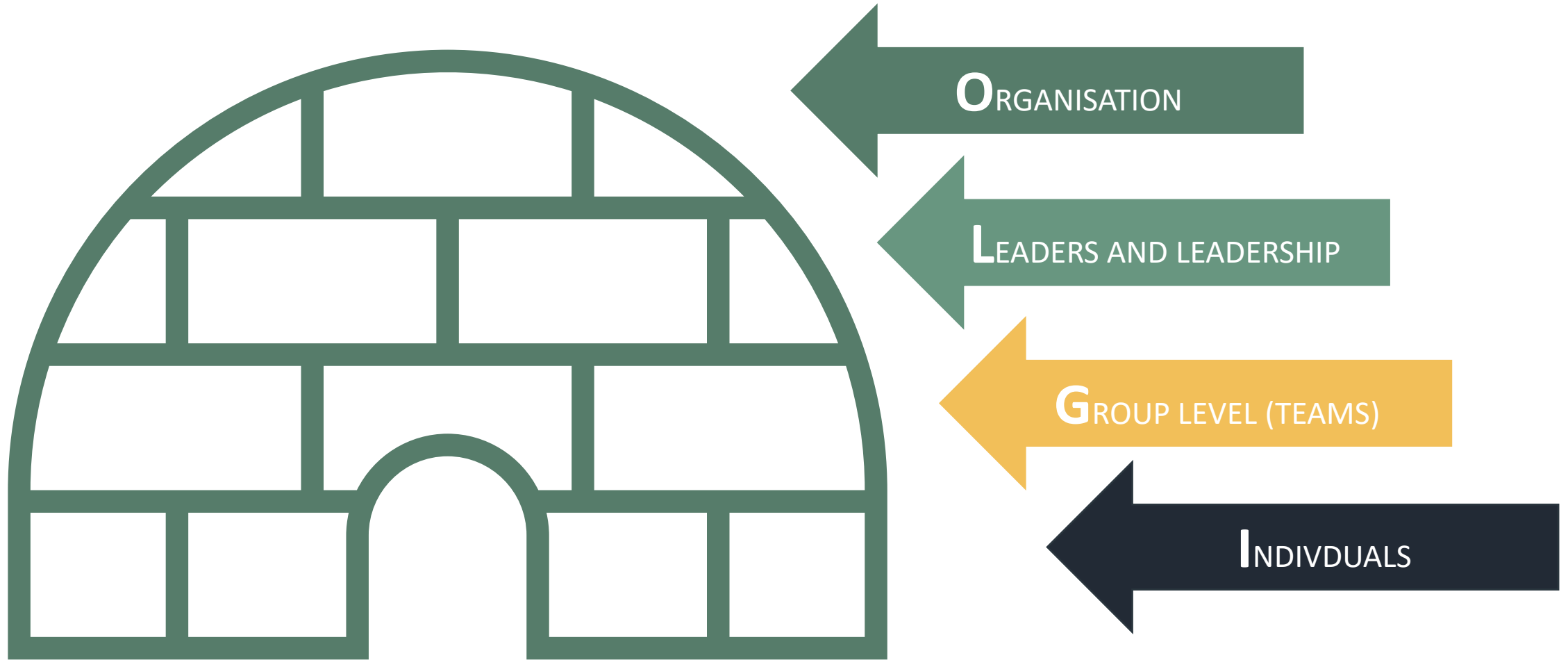
All factors play a role in the overall wellbeing



# FROM FIRST CONTACT TO DEVELOPMENT



# IGLO



# HOW TO WORK WITH PSYCHOSOCIAL WORK ENVIRONMENT - INITIATIVES FOR LEADERS AND LEADERSHIP



# KEY PERSONS

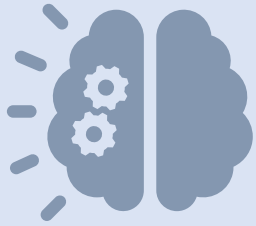
Managers are key persons for innovation for the organization and mental well-being among employees

Key tasks of a manager

- To notice signs of dissatisfaction and ensure employee well-being
- To be innovative and nurture ideas and solutions that supports the company purpose
- To make decisions, facilitate ideas and communicate



# EMOTIONAL REGULATING SYSTEMS



## **DRIVE SYSTEM**

### **Function**

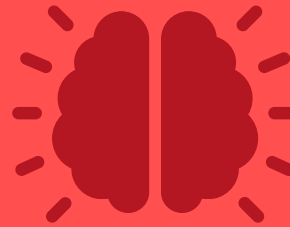
Achieve goals, consume,  
accomplish tasks



## **CALMING SYSTEM**

### **Function**

rest and digest, psychological  
safety, kindness, caring

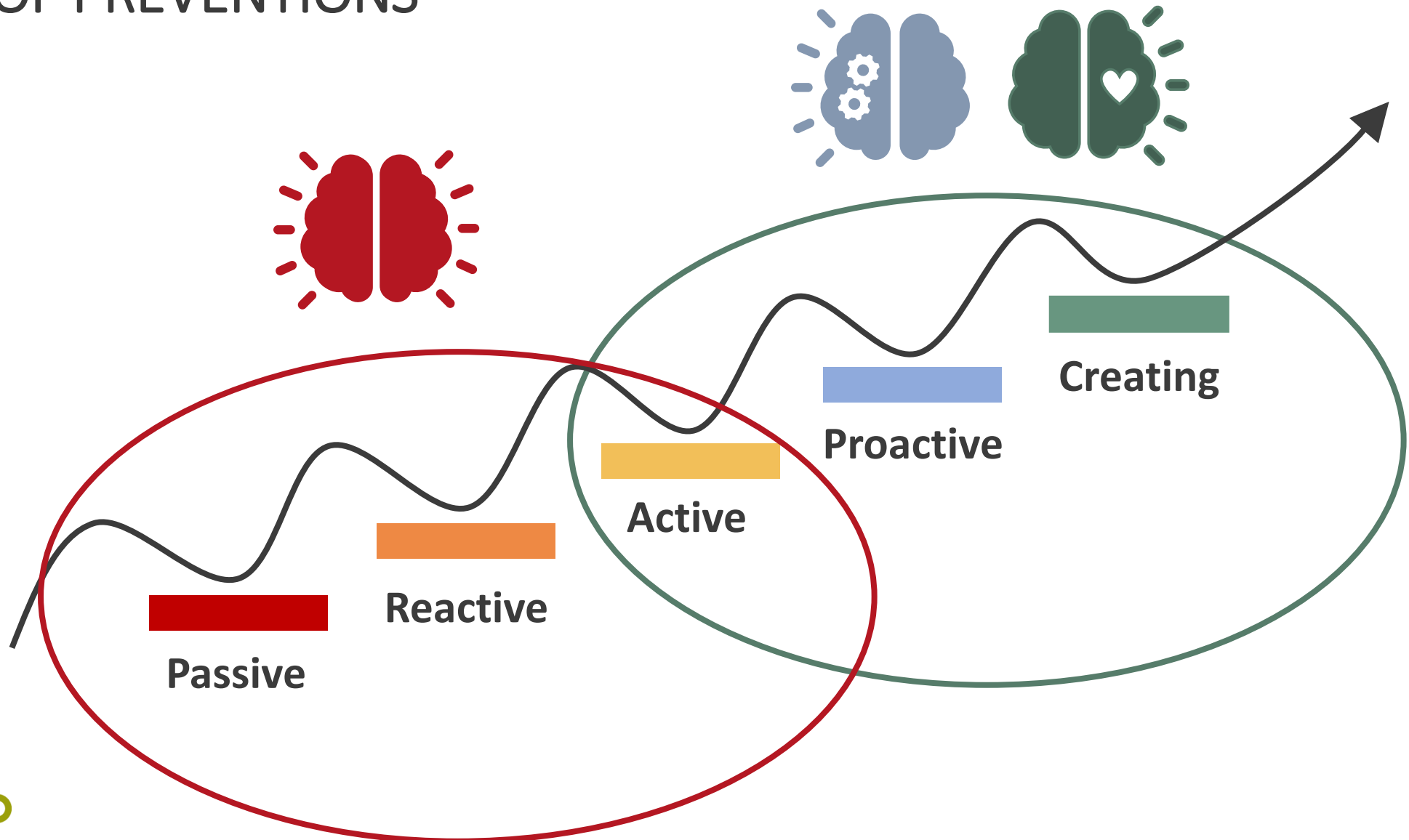


## **THREAT SYSTEM**

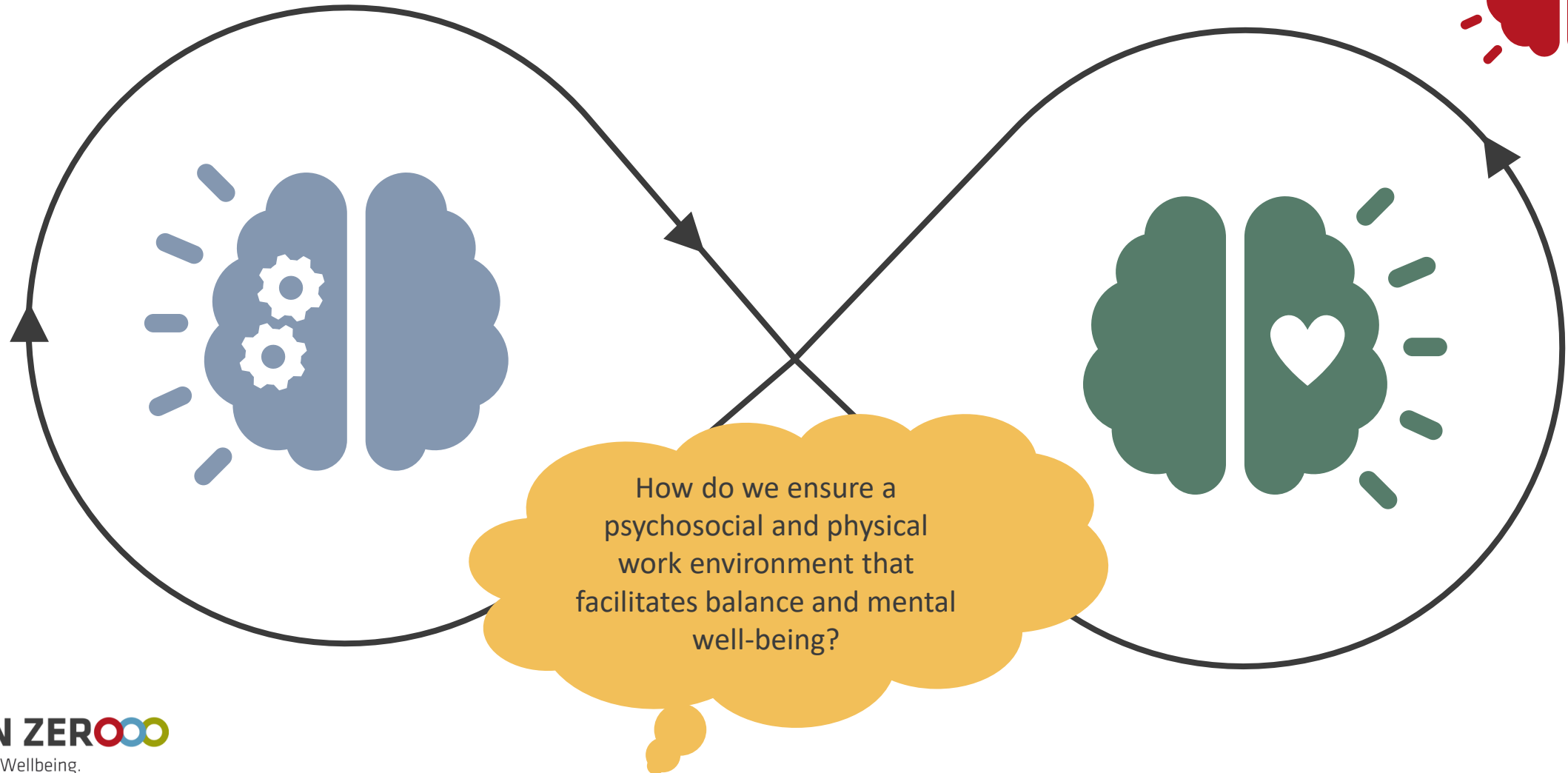
### **Function**

Manage threats,  
protection, survive, seek  
safety

# STAGES OF PREVENTIONS



# BALANCE TO ENSURE SUSTAINABLE LEADERS

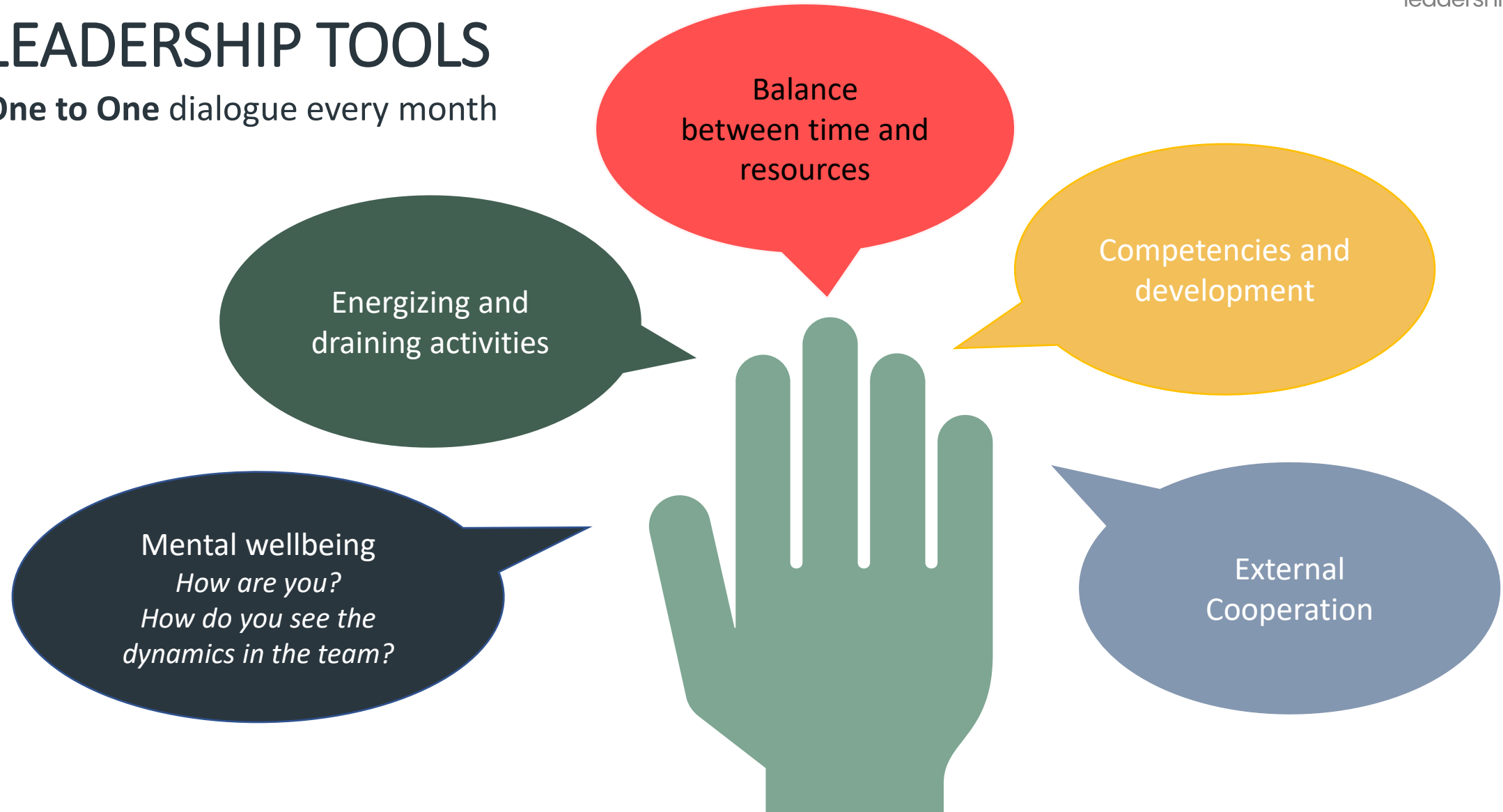




# HOW TO WORK WITH PSYCHOSOCIAL WORK ENVIRONMENT - TOOLS

# LEADERSHIP TOOLS

One to One dialogue every month



# LEADERSHIP TOOLS

## TEAM FOCUS

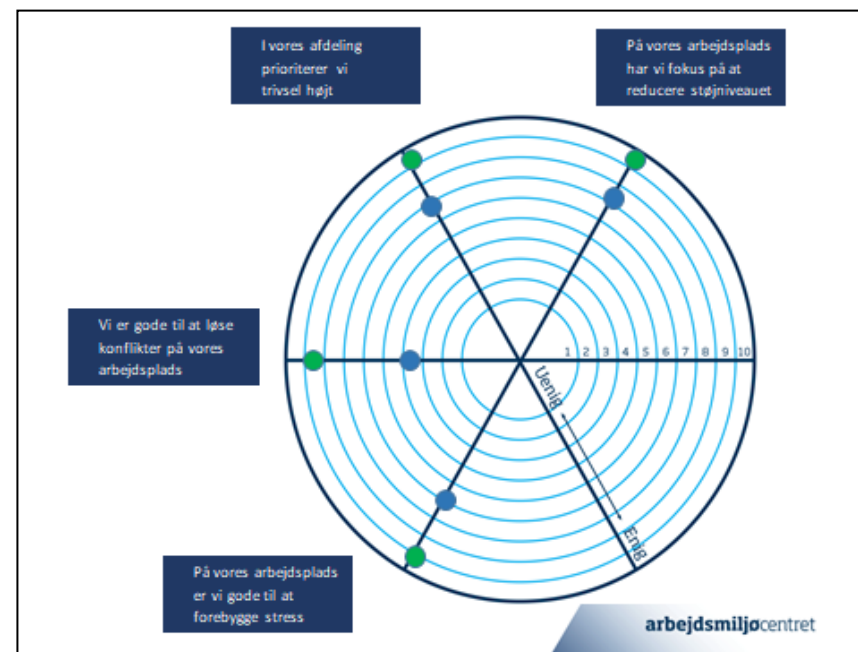
### Weekly risk assessment

Work task **Balance** and emotional **Strain**

Name	Balance	Strain
Jack	10 %	
Peter	20 %	
Nicklas	70 %	
Helena	90 %	
Roger	110 %	
Anna	60 %	
Julie	80 %	

### Four times a year

Dialogue about the most important job factors and actionplans to improve mental wellbeing



# CULTURE DEVELOPMENT VIA GROUP DIALOGUE



**Hvor går grænsen?**  
BESKYT DIN ARBEJDSPLADS OG DIT  
JOB MOD SEKSUEL CHIKANE

**DIALOGVÆRKTØJ**

A new employee feels offended by the tone in her new team where jokes about sex is everyday language

- What would you think
- What would you say
- What would you do
- What should the organization do?

**Hvor går grænsen?**  
BESKYT DIN ARBEJDSPLADS OG DIT  
JOB MOD SEKSUEL CHIKANE

You find out that a group of employees have a messenger group where they share compromising pictures of a colleague

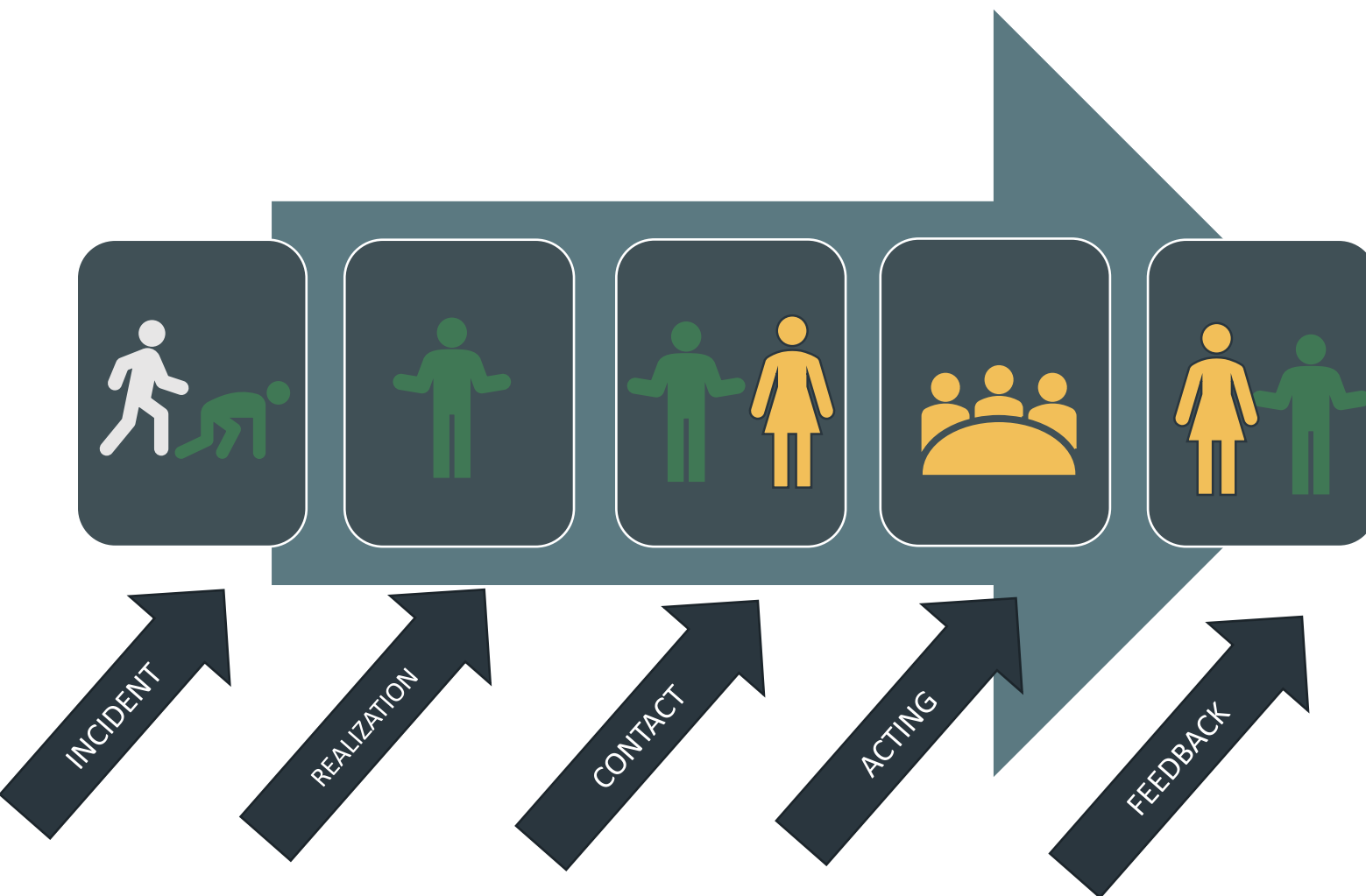
- What would you think
- What would you say
- What would you do
- What should the organization do?

**Hvor går grænsen?**  
BESKYT DIN ARBEJDSPLADS OG DIT  
JOB MOD SEKSUEL CHIKANE

You overhear that a manager says that a female colleague is invited to a meeting "because there should something nice to look at"

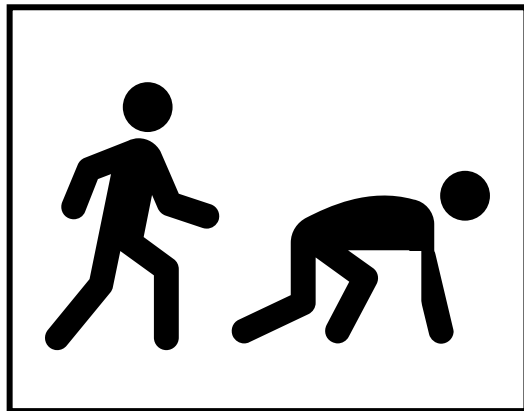
- What would you think
- What would you say
- What would you do
- What should the organization do?

# ETHICAL FRAMEWORK

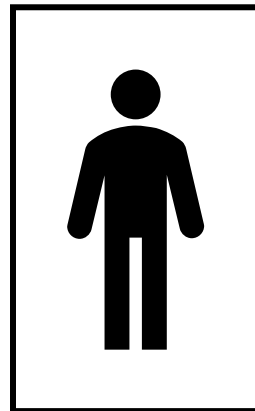


# ACT ANALYSIS

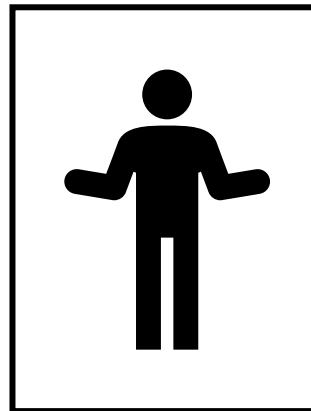
## how to investigate harrassment cases



The real truth



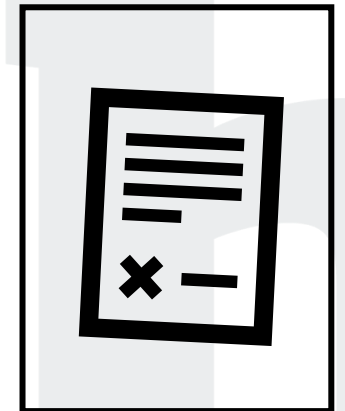
one party's  
side of the truth



The other  
party's truth















**Fact analysis**



The documented  
truth

# HOW TO WORK WITH PSYCHOSOCIAL WORK ENVIRONMENT - SUMMING UP

# VISION ZERO 7 GOLDEN RULES

1		Top management engagement – some subject are easier than others (metoo, stress)	
2		Use easy tools to make risk assessments regarding the psychosocial work environment	
3		Define goals and develop programs – make leading indicators targeting process more than lacking consequences	
4		Make policies, ethical frameworks and whistleblower systems and use fx fact analysis	
5		Ensure optimal systems (IT and technology) and know that changing is time consuming	
6		Upgrade qualifications and develop skills at all level of the organisation (IGLO)	
7		Invest in people and motivate through participation and involvement	



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