Mental health and psychosocial work environment
Eli Rognes Klepp
Advisor, psychosocial/organisational work environment
Occupational Health Service (OHS) - NTNU

The next 30 minutes..

- Occupational Health Service (OHS)
- Mental health and professional life
- Psychosocial work environment
- Being a PhD, post doc or temporary employee – risk and prevention
- What to do if…
OHS - Employees

- Toye Karin Gjerde, Trilkjøttet
  - Tel: 91897820, Toye.gj@ntnu.no
- Tina Hagen, Bred høyfysiskarsetaput
  - Tel: 27614478, Tina.hagen@ntnu.no
- Margunn Leneigardi Karlsen, Bedriftsykeleder
  - Tel: 98151101, Margunn.lkarlsen@ntnu.no
- Eli Bogren Klepp, Nådiger psykososialt organisatorisk arbeidsmiljø
  - Tel: 56491610, Eli.klepp@ntnu.no
- Ann Kristin Skaalstad, Forbrukerfører EHT, certificert yrkehygienist
  - Tel: 91877855, Ann.kistin.skaalstad@ntnu.no
- Bjørg Aasta, Bedriftslege
  - Tel: 73413857, Bjørg.aasta@ntnu.no

OHS

- Guidance – *not* treatment
- Strategies of dealing with e.g.
  - Stress
  - Conflicts or disagreements
  - Light depression
  - Harassment
Where to find the OHS

https://innsida.ntnu.no/wiki/-/wiki/English/Occupational+Health+Services

Mental health

• A persons ability to master thoughts, feelings, behaviour and dealing with others and to adjust to change and deal with adversity

• Good mental health is of great importance with regard to participation in professional life, sick leave and exit from professional life
Mental health

- 19% of workers in Norway have experienced mental health complaints during the last month
  - A little less than 50% state that complaints are related to their work
  - 8% (200 000 ♂) have significant complaints

- Between 30% and 50% of the population will have mental health complaints during their lifetime

Mental health and psychosocial work environment

- Psychosocial factors increasing risk of mental health complaints:
  - Job strain*
  - Imbalance between effort and reward
  - High degree of expectations*
  - Low degree of control/influence – autonomy*
  - Low degree of social support
  - Job insecurity
  - Bullying/harassment
  - Low degree of organisational justice
  - Conflicting duties
  - Emotional demands
  - High quantitative demands
Mental health and psychosocial work environment

• Protective psychosocial factors:
  – Supportive management
  – Fair management
  – Positive challenges
  – Trust
  – Cooperation

Mental health and symptoms

Recognizing symptoms yourself:

• Unable to relax
• Unable to stop thinking about work
• Thinking only negative about work
• Bad sleep
• Feeling down
• Unable to concentrate
• Excessive fears or worries
• Detachment from reality
• Trouble relating to others/situations
• Substance abuse

• Physical symptoms:
  o Heart palpitations
  o Trouble breathing normally
  o Musculoskeletal complaints
  o Chest pain
  o Headache
  o Digestive issues
  o Dizziness
Mental health and symptoms

Recognizing symptoms in others:

• Changing behaviour:
  – More introvert
  – Not attending social happenings
  – Easily annoyed
  – Moody

• Change in appearance

Stress

• The experience of stress is determined by the ability to
  – deal with uncertainty
  – let go of controlling the outcome of situations
  – prioritize
  – setting ones own limits and saying no
  – balance work, family and spare time
  – notice when stress is triggered
  – regulate stress
  – accept and explore feelings
What are your thoughts on what makes you as temporary employees vulnerable?

Being temporary..

- Stress with regard to progression in research
- Meeting different (and sometimes conflicting) expectations
- Difficulties in cooperations
- Dependance relationships
- Working in a competitive environment
- Working in an international environment
- Loneliness
- Language
Psychosocial work environment

• Building, maintaining and developing a healthy psychosocial work environment

• Balance a) psychological, b) social and c) organisatory factors
  a) Work load, time pressure, degree of control, conflicting duties
  b) The relationship with colleagues, supervisor, manager and others (clients, patients, customers, users)
  c) How the company and work is organised, who one reports to, levels of management and reorganisation

➢ Influenced by individual psychological mechanisms such as perception and evaluation of the situation

What positive experiences do you have with regard to dealing with stress or unexpected challenges in your work?
Prevention

• Sleep
• Work / Life balance
• Social contact
• Time off
• Sleep
• Day light
• Nutrition
• Exercise

Assistance

• Colleagues, supervisor (others?)

• OHS

• Serious illness: General Physician
• Acute illness: Hospital / Emergency room

• … Coperiosenteret

LOW THRESHOLD
Literature..

• If you want more literature on health related to temporary employment:


Thank you for your attention!