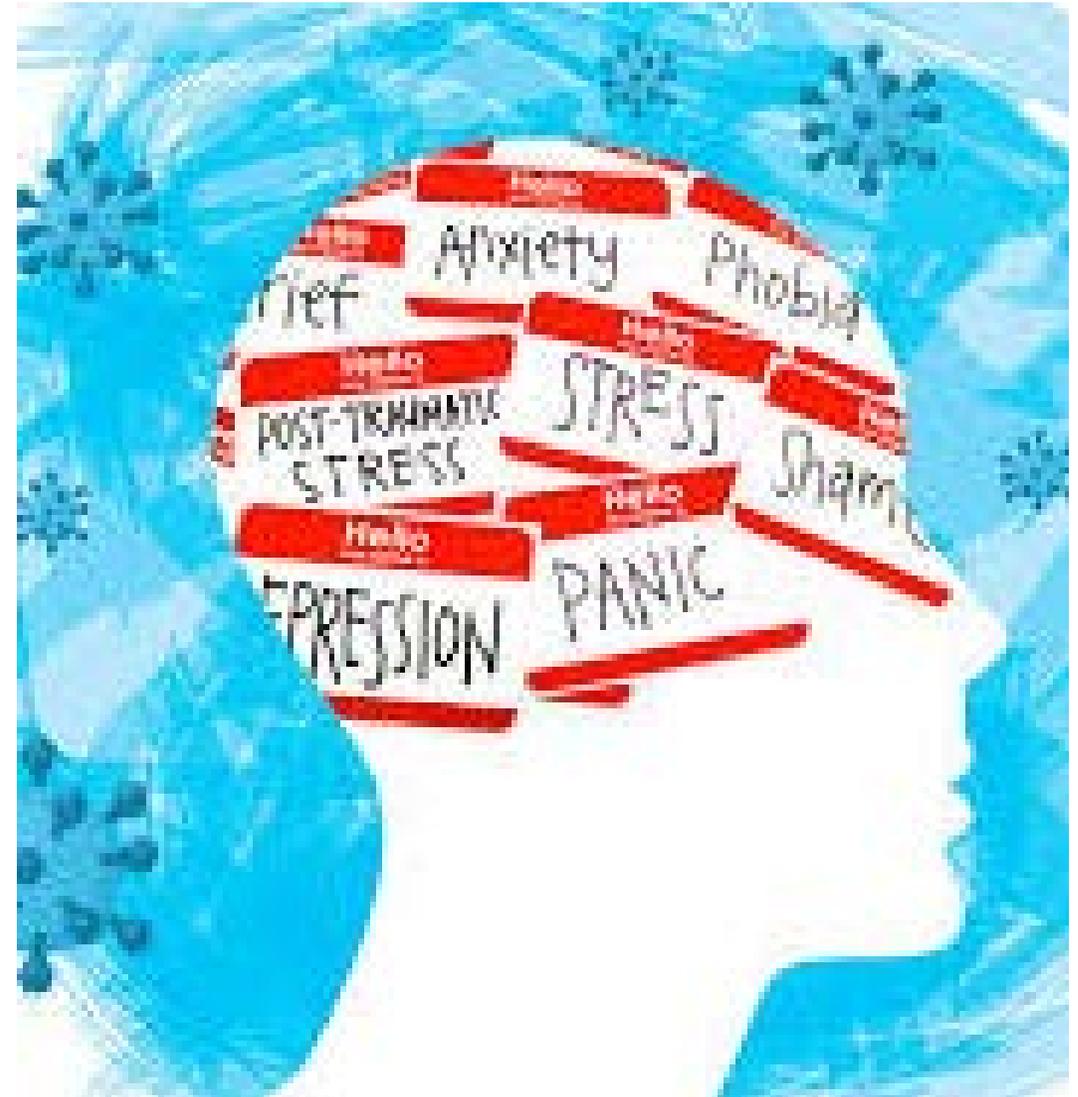


Mental Health, Work and Pandemic

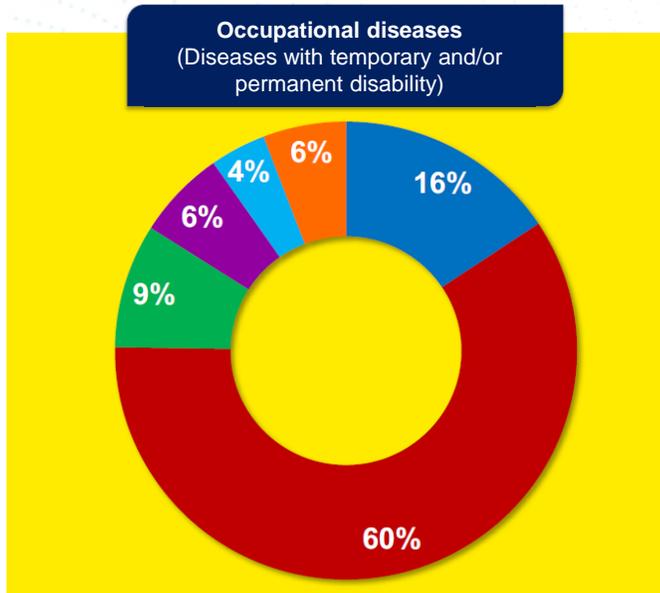


Talking about Mental Health and COVID-19



- Mental health during the pandemic has been compromised throughout the world and there has been a significant increase in cases with pathologies such as anxiety, stress or depression. This is logical if we take into account changes at the social, health and economic level.
- According to the World Health Organization (WHO), "the pandemic is causing an increase in the demand for mental health services. And one of the most significant consequences of the current situation is the increase in psychological stress.
- The Society for Human Resource Management (SHRM) observes that it is critical to raise awareness about the importance of good mental health in one's personal and work life. They report that, a series of surveys paint a bleak picture of workers' mental health in the midst of the coronavirus pandemic.

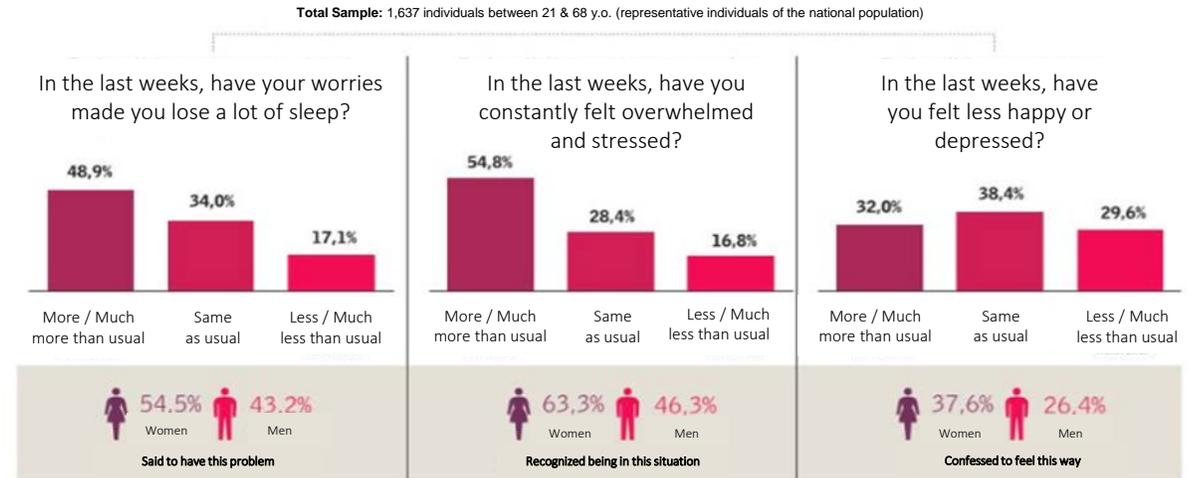
Mental Health: Statistics



A research carried out by the WHO, between June and August 2020 in 130 countries indicates:
"The pandemic has disrupted or paralyzed the mental health services of 93% of the countries of the world."

Emotional Impact

The study shows that people's mood and sleep have been affected during the Covid-19 pandemic



The percentage differences between women and men are statistically significant

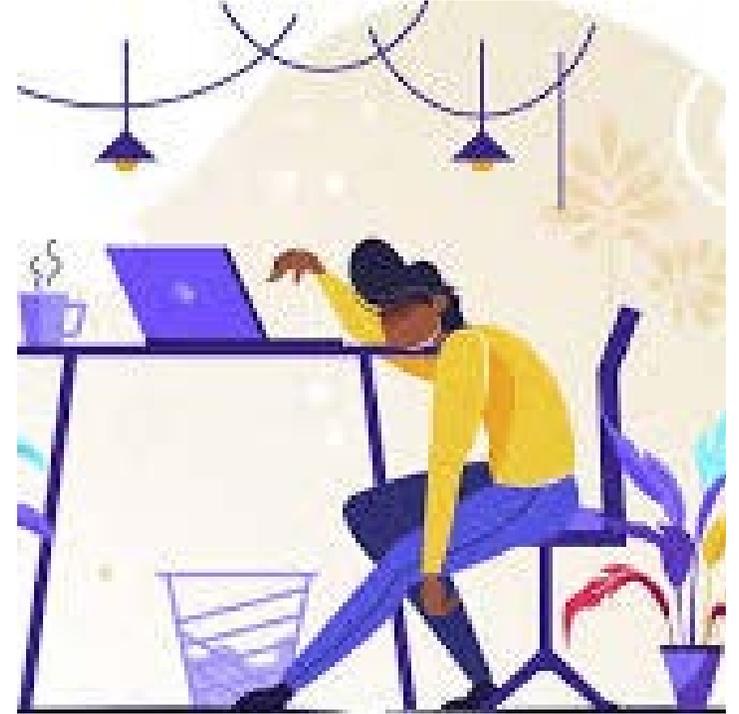
Source: UC Center for Longitudinal Surveys and Studies

EL MERCURIO

28% of American employees are willing to lose their jobs to the COVID-19 vaccine.
 34% of organizations are unsure about when they will bring all employees into the workplace.
 66% of American employees who want to work from home permanently would still prefer to work from home even if most Americans were vaccinated.
 Source: SHRM, COVID-19 Research: The Workplace Perspective on Vaccination, 2021.

Stress: Learning, understanding and creating support networks

Fear, worry and stress are normal responses at times when we face the uncertainty, the unknown, or situations of change or crisis. Therefore, it is normal and understandable that people experience these feelings in the context of the COVID-19 pandemic.



Types of Stress

1. **Stress or Positive stress:** It can motivate employees to push themselves and take on a new challenge. And not all the stress comes from the workplace; financial difficulties, marital problems and other stressors are generated in the employees' personal lives.
 2. **Negative stress:** One feels irritability, lack of concentration, pessimism, susceptibility to illness, low productivity, depression, fear or lethargy.
- ❖ Stress itself is not a disease; however, it is a risk factor in the development of other serious diseases, including heart disease, strokes, ulcers, digestive and immune disorders, and mental illnesses.
 - ❖ When it is very intense and persists over time, one should consult a doctor; and for milder cases, there are useful resources to cope with it.



Managing your Mental Health (Stress) and Well-being in COVID-19



On a daily basis:

- Exercise, eat healthy, and get enough sleep. These areas are easy to overlook in times of worry and concern.
- Structure your work, deactivating notifications and rationalizing schedules.
- Take time to catch up with family and friends in person (if it is safe) or stay connected over the phone.
- Limit watching, reading, or listening to news about COVID-19 that may increase your feelings of anxiety or stress.
- Look for information from reliable sources, such as the WHO website, or the websites of your local authorities, which provide factual information to minimize fears.
- Above all, keep perspective. When we are stressed, it is easy to see things worse than they really are.

Managing Your Mental Health and Stress in COVID-19



Quarantine Periods

Challenges related to isolation, including separation from loved ones, loss of freedom and financial worries, can lead to increased stress, so it is suggested:

- Maintaining positive social connections is essential to our mental health at this time. Stay connected with those close to you.
- Structure your day as much as possible based on your daily routines. This will avoid potential frustration from prolonged periods spent with those who live with you.
- Try and stay positive, keep reminding yourself that any period of quarantine is temporary.

Managing Your Mental Health in COVID-19



Helpful Resources for Coping with Stress and Anxiety (SELF-CARE)

- ❖ Focus on your breathing: Try to breathe slowly and deeply, as you inhale and exhale.
- ❖ Have a comfortable place to rest and sleep for as long as you need to.
- ❖ Schedule time for leisure and other activities that you enjoy.
- ❖ Maintain a healthy diet.
- ❖ Do physically activities.
- ❖ **Meditation** is a good way to relax and clear your mind. There are free apps to help you do this at a time that suits you best, such as *Headspace* and *Smiling Mind*.
- ❖ **Ask for help**, it is completely normal to feel overwhelmed and feel a lack of control over the situation. If you need support, talk to your leader, Human Resources, or someone you trust. If you are not sure where to start, talk to your GP (psychologist).

How has it impacted the world of work?

Pandemic context

- Job insecurity perception
- Uncertainty about the future
- Emotional exhaustion
- Demand for greater adaptability



Organization in pandemic: Opportunity to promote resilience and stress management



- Favor more flexible hours or take a longer break at noon so that the employees can achieve a balance between their family life and their work life.
- Provide guidance about the Organization's mental health benefits in response to the impact of COVID-19.
- Remind employees to take frequent breaks to stretch, listen to music, or relax.
- To recognize the work of employees is more important than ever.
- Strengthen collaboration among all.
- Finally, it is important that managers "show a little vulnerability and share with their employees that they too are feeling stress and what is it that they do to relieve that stress. It helps employees feel like they are not alone."

What to do as employees (On-site or Telework)

- ❖ Have conversations with your colleagues and support them as much as possible.
- ❖ Keep your workplace as comfortable, safe and ergonomic as possible.
- ❖ Organize your workday. Talk to your family and other household members about the importance of taking care of and respecting work hours.
- ❖ Take breaks during the day. You can do some stretching, listen to music, meditate, or just tune out and stop what you are doing for a few minutes.



"This is a special situation, in which we are all learning to adapt, do not push yourself beyond what is necessary and take care of your mental health and those of your loved ones."

