Denkwerksessie

Mentaal welzijn op het werk

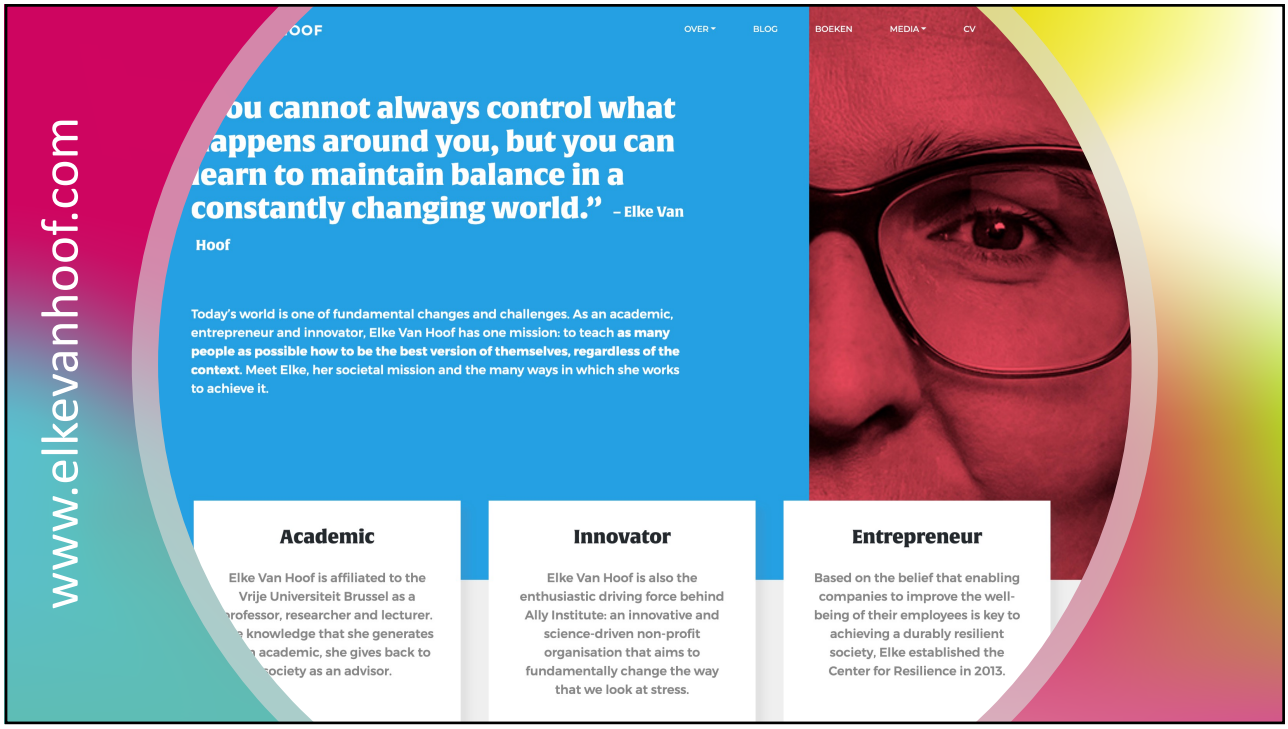
- Elke Van Hoof-

VRIJE UNIVERSITEIT BRUSSEL

Ally Institute

1

www.elkevanhoof.com



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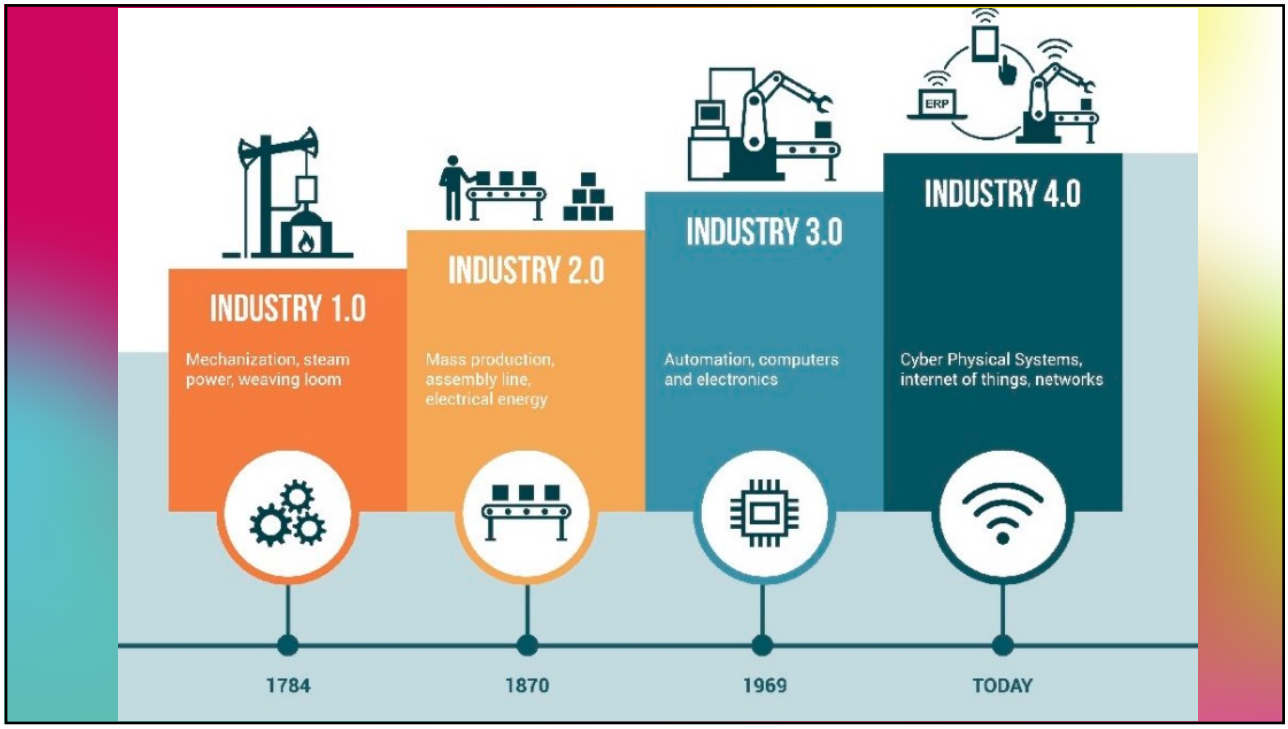
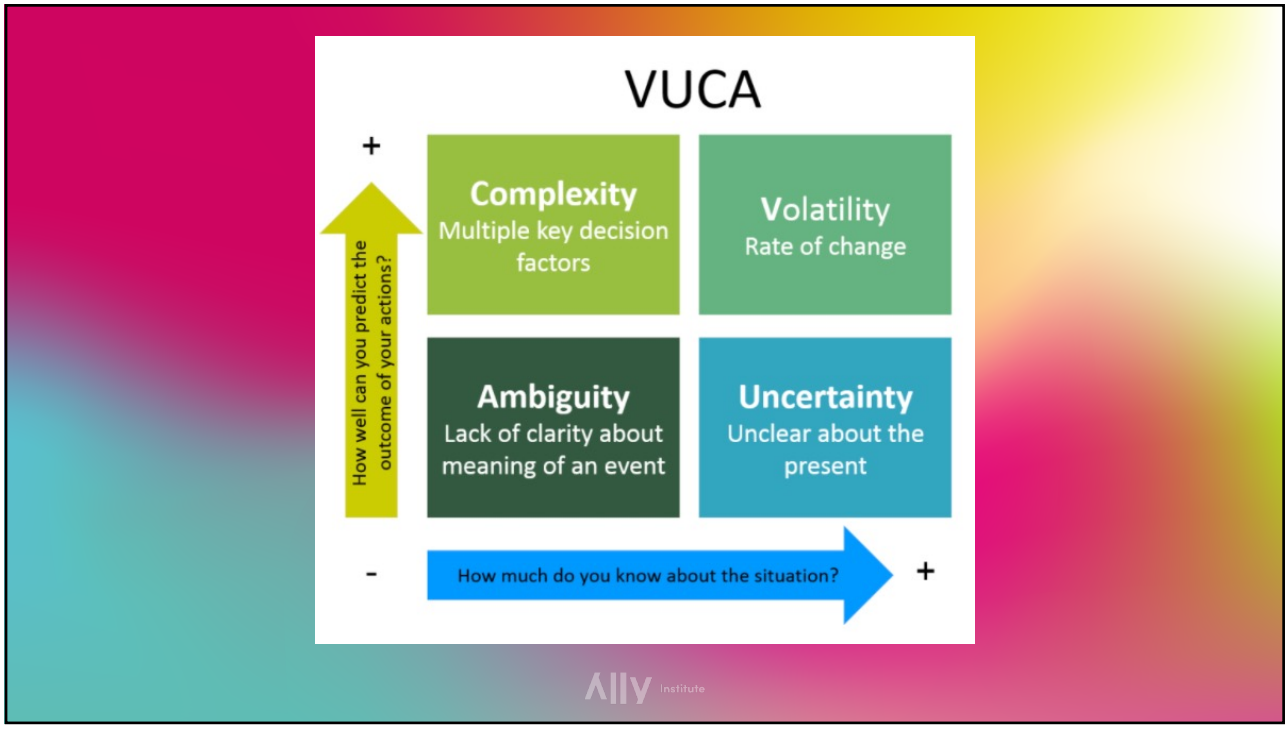

INDUSTRY 1.0
Mechanization, steam power, weaving loom
INDUSTRY 2.0
Mass production, assembly line, electrical energy
INDUSTRY 3.0
Automation, computers and electronics
INDUSTRY 4.0
Cyber Physical Systems, internet of things, networks
ERP
1784
1870
1969
TODAY

5


VUCA
+
Complexity
Multiple key decision factors
Volatility
Rate of change
Ambiguity
Lack of clarity about meaning of an event
Uncertainty
Unclear about the present
How well can you predict the outcome of your actions?
-
How much do you know about the situation?
+
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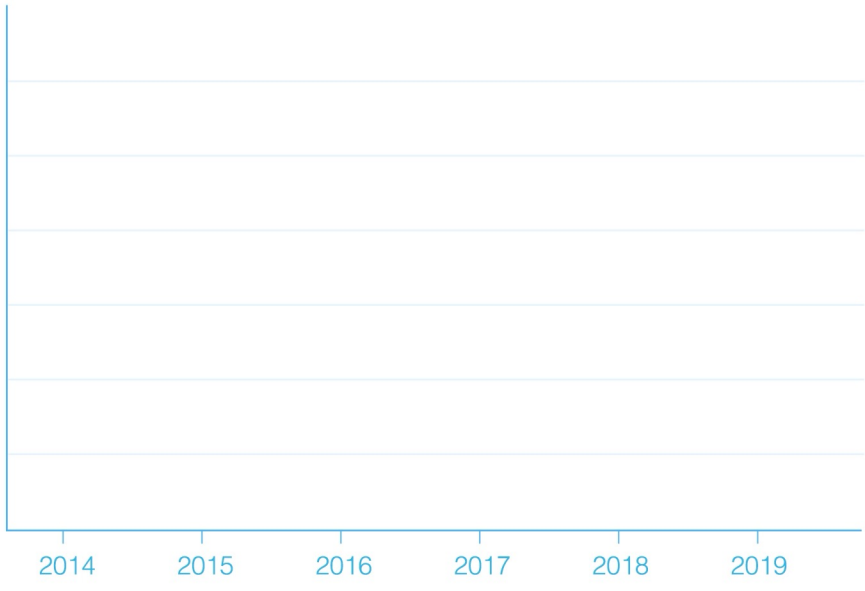
7

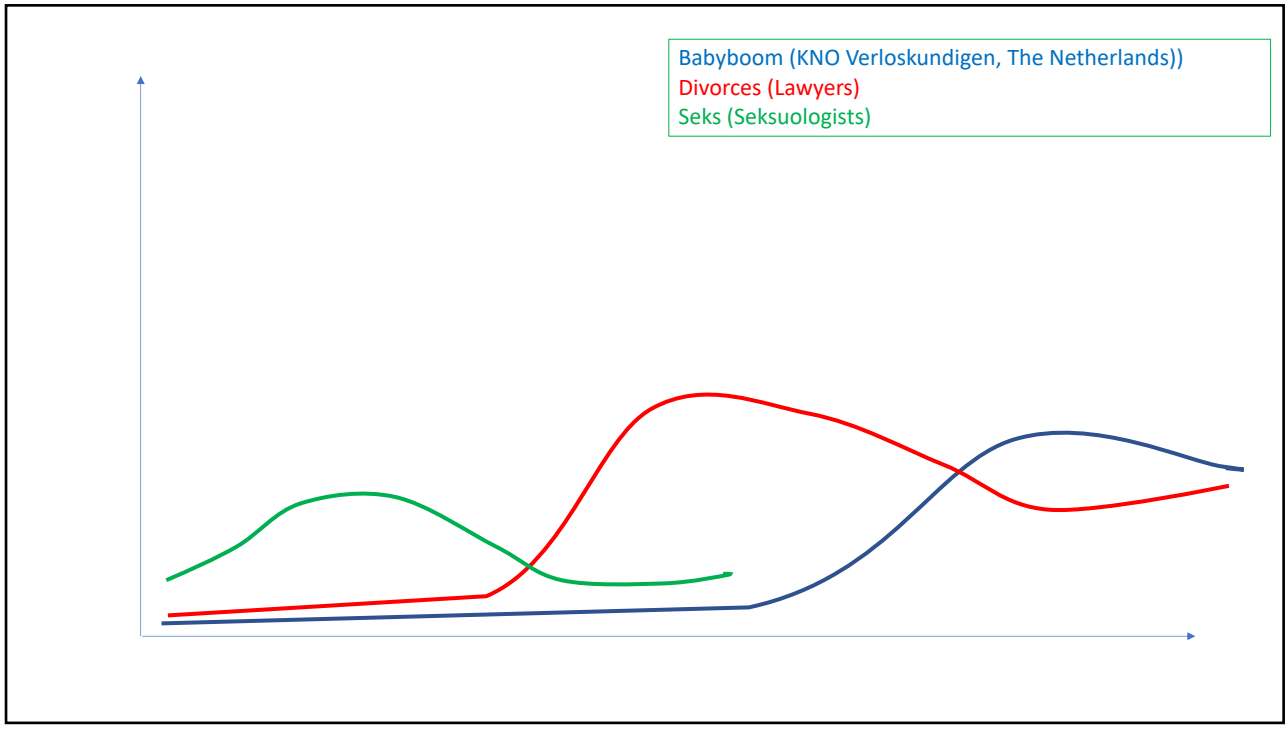


8

9

10

11


Babyboom (KNO Verloskundigen, The Netherlands))
Divorces (Lawyers)
Seks (Seksuologists)

12

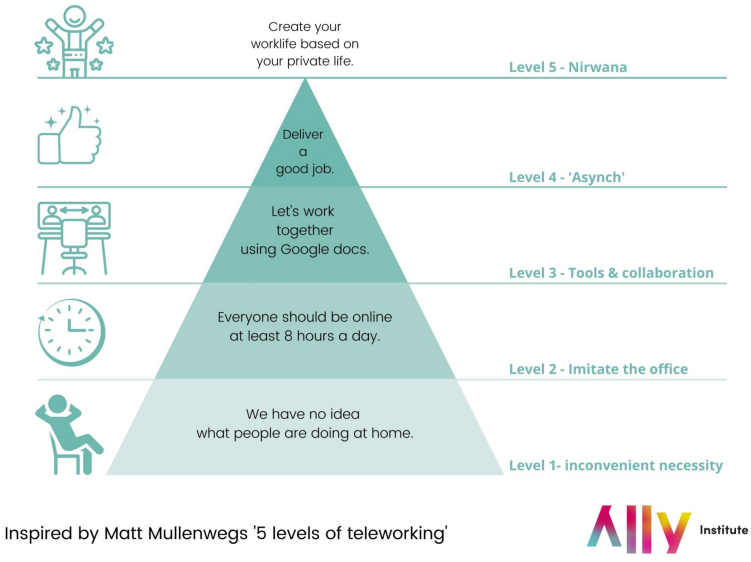
17%

20-30%

60%

70-80%

13



Inspired by Matt Mullenwegs '5 levels of teleworking'

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15

Zonder **RICHTING**,
heeft een kapitein
NOOIT goede wind in de zeilen.

16

‘STRUCTURE’ IS KEY. REGARDLESS OF WHETHER OR NOT YOU HAVE CHILDREN, WHETHER OR NOT YOU’RE SINGLE… BE SURE TO STRUCTURE YOUR WEEK EFFECTIVELY!

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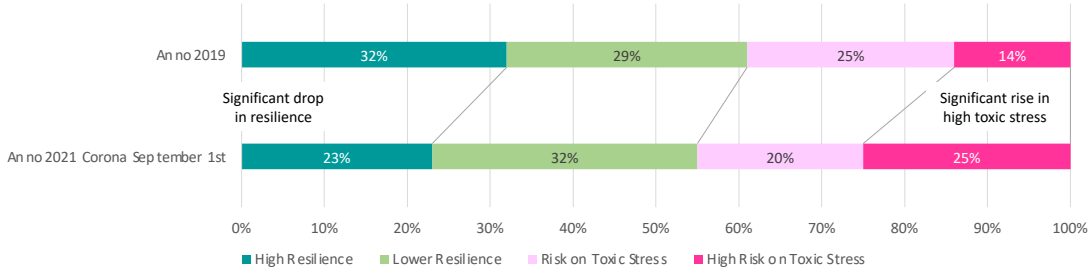
Results on an Individual level

The level of high toxic stress has significantly increased among the Belgian active population (18 – 65 yrs) during the Corona-crisis



18

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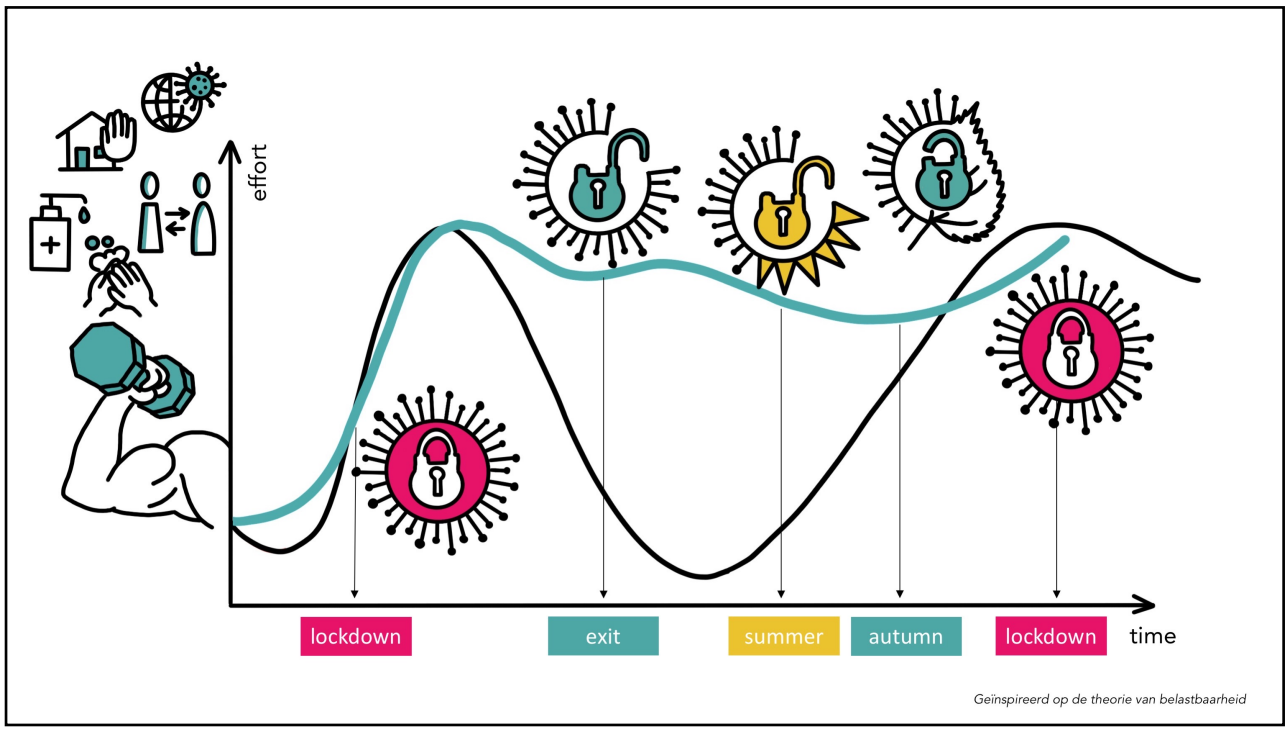
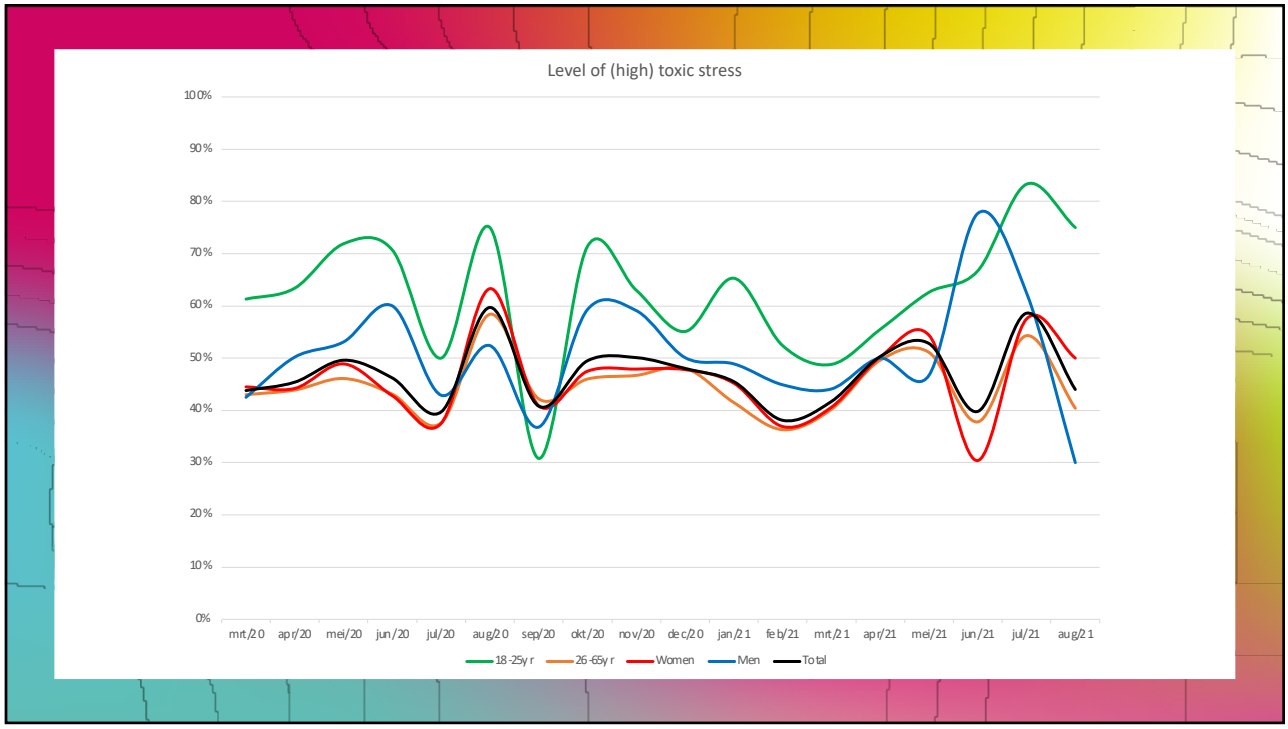
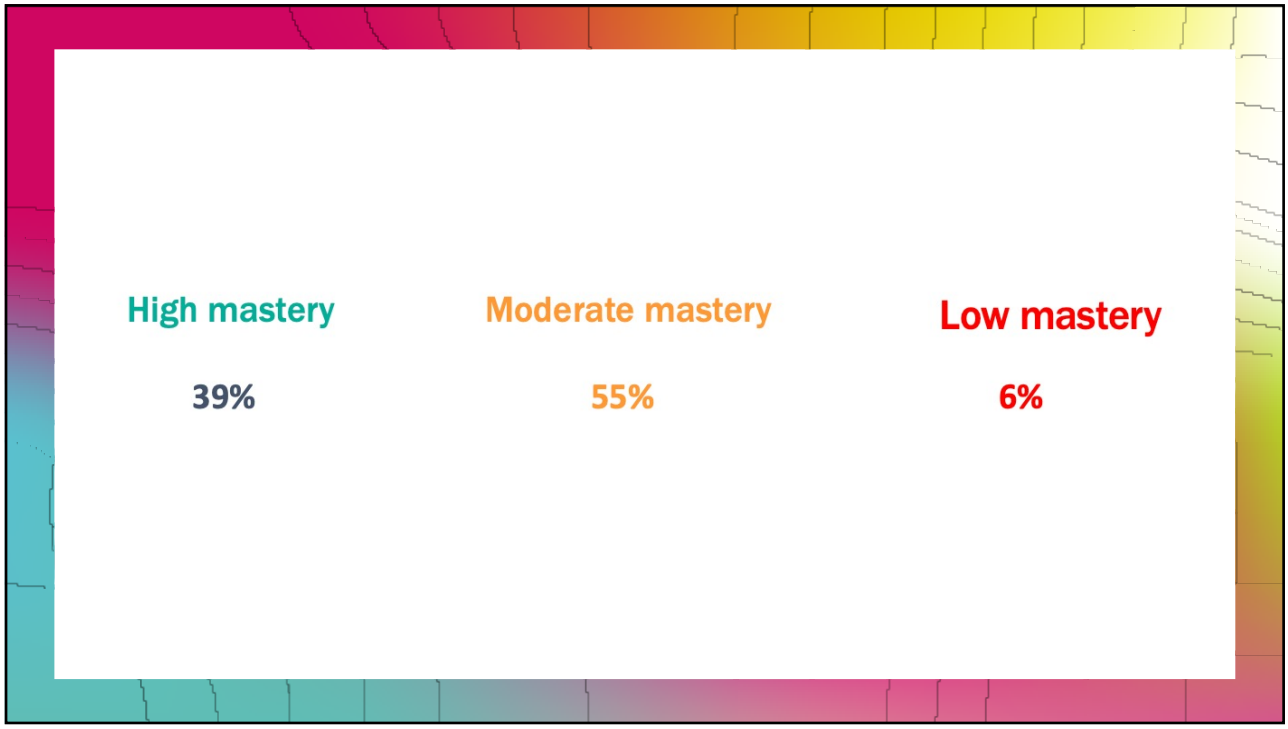
18


effort
lockdown
exit
summer
autumn
lockdown
time
Geïnspireerd op de theorie van belastbaarheid

19


Level of (high) toxic stress
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
mrt/20
apr/20
mei/20
jun/20
jul/20
aug/20
sep/20
okt/20
nov/20
dec/20
jan/21
feb/21
mrt/21
apr/21
mei/21
jun/21
jul/21
aug/21
18-25yr
26-65yr
Women
Men
Total

20



21

Results on an Individual level

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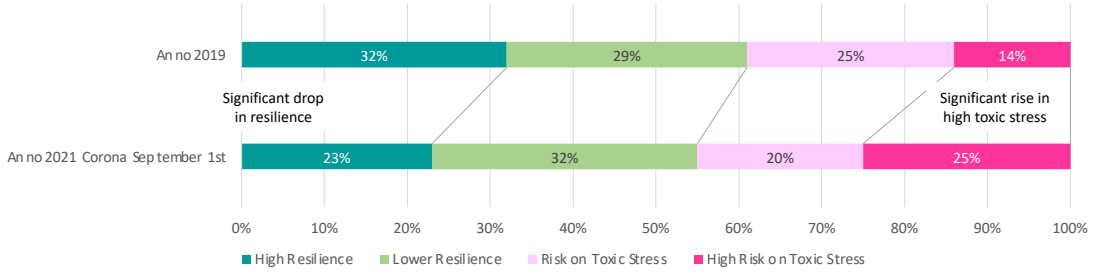

Febr 2022 | 43% | 23% | 24% | 11%

22

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Alarmsignalen

23

Focus

Hebben we een context waarbinnen elke werknemer de kans heeft om de beste versie van zichzelf te zijn?

0	1	2	3	4	5	6	7	8	9	10

Nodigen we onze collega's dan uit om als een goede huisvader deze context zo te gebruiken dat ze de beste versie van zichzelf zijn?

0	1	2	3	4	5	6	7	8	9	10

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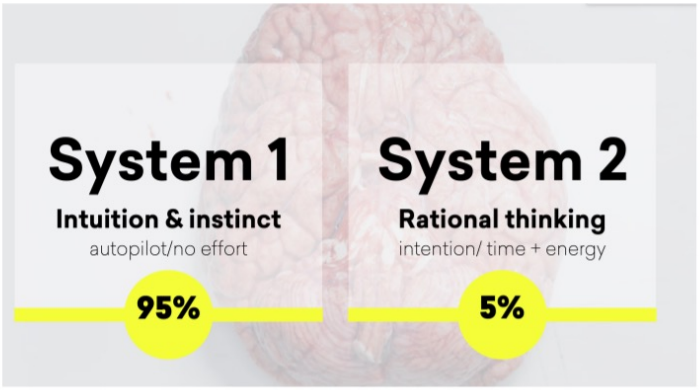
Welzijnsbeleid – 7 stappenplan

4/10 bedrijven

25

We maken het onze gebruikers zo makkelijk mogelijk

Onderzoek Kahneman



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Wees een vuurtoren en geen reddingsboei

27

Geef geen vissen maar leer vissen

28

ACTIVEREN VAN NOG BESTAANDE HULPBRONNEN

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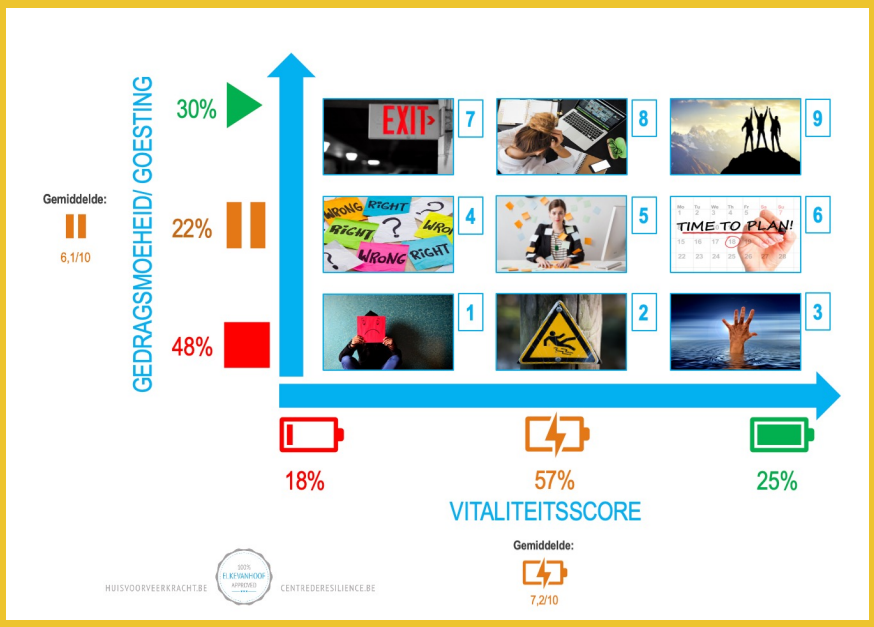
Welzijnskompas:

* Richting;
* Actionable insights;
* Op maat;
* 1 stap vooruit;
* One voice, one mission.

30



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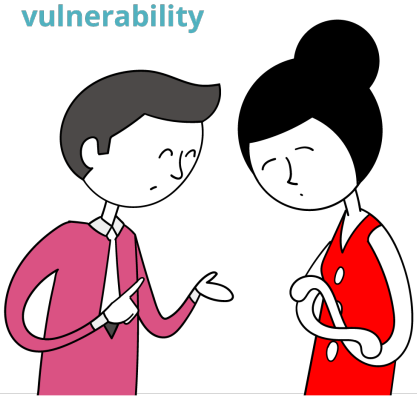
HR analytics:
=> Triage

* Gas terug nemen
* Common humanity
* Waardering

=> recurrente thema's

* Work management
* Work-life balans
* Neiging moeilijke gesprekken uit de weg te gaan
* Herstel

Dare to show your vulnerability



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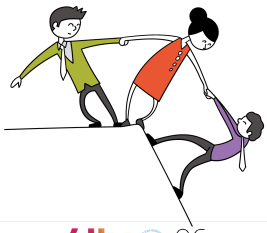
Psychological safety

Help to build up trust



Functional approach	Alignment approach
Goals on organisational level (the same for all teams) Rational analyses Well structured plan Controlable Fixed roles Solution focussed Focus on results	Self-chosen, specific goals on teamlevel Story-telling and visualisation Inspiration on mission and vision level Short, wavelike cycles with focus on appreciation Flexibility is key Everyone contributes to their possibilities & insights Focus on the process

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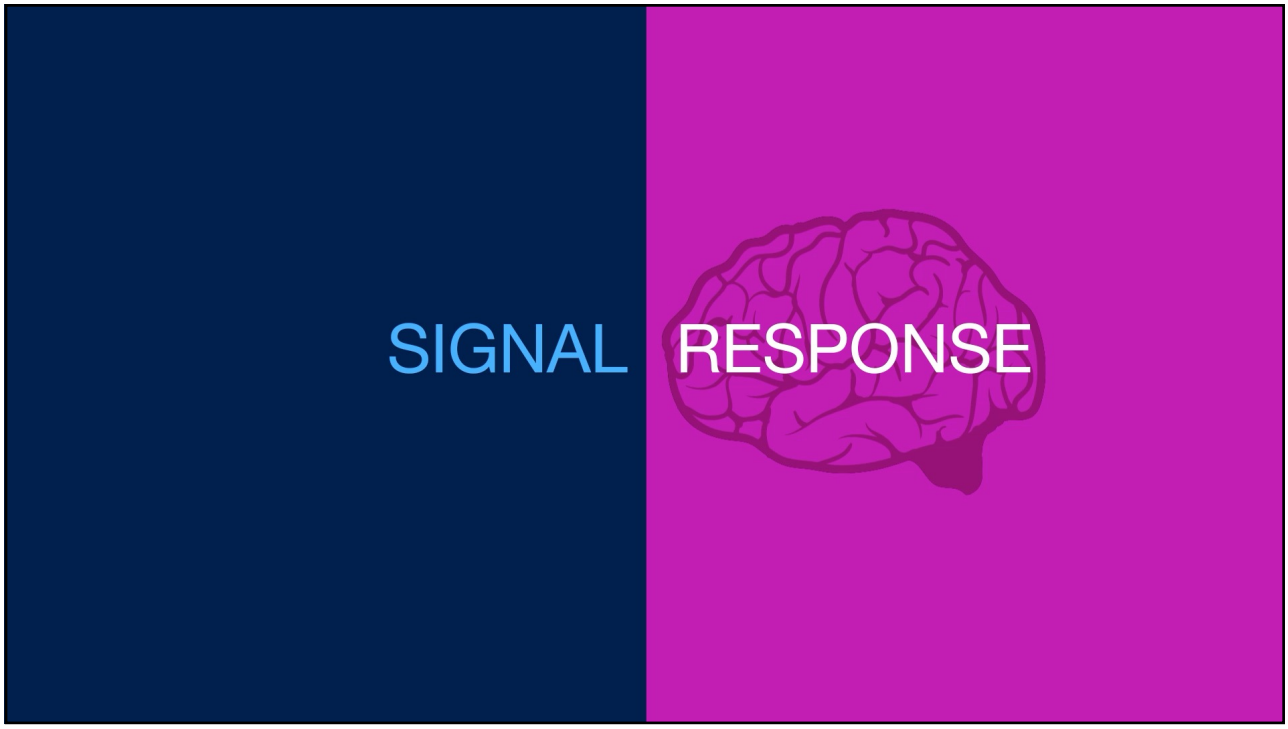

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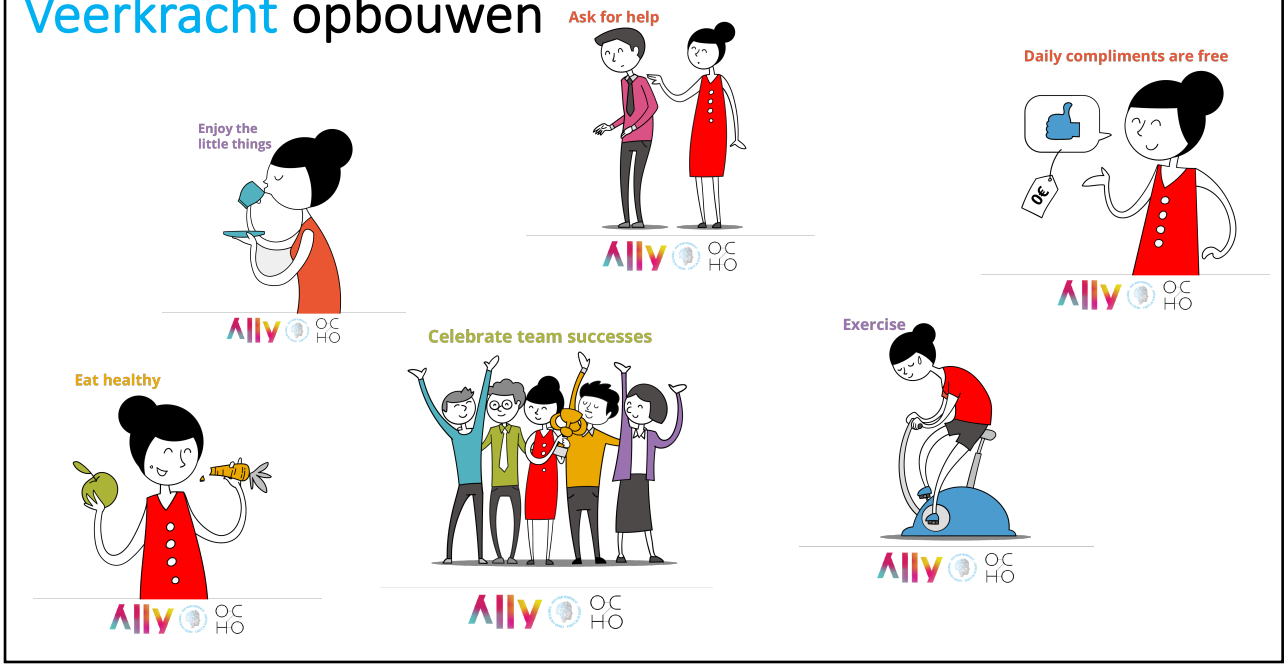
Veerkracht opbouwen



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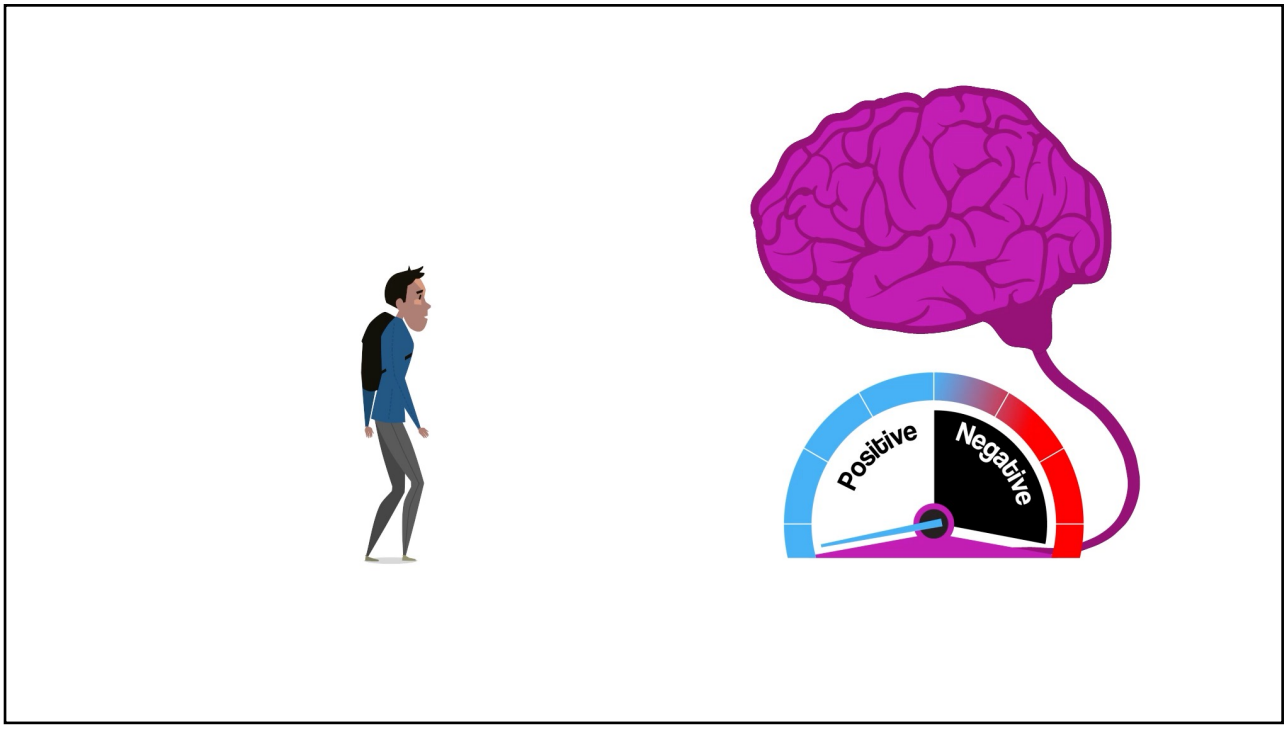

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