

# PAUL<sup>®</sup>

## TER WAL

Make your choice

# Engaging Aging: mental health in the workplace



# Busy World



# Meet my grandparents



Barend: 23-3-1887 – 1-3-1952



Cornelia: 7-1-1888 – 16-3-1979



# Some facts on (mental) health

- ☹ 2020: 18,4% work force 55 – 65 years old
- ☹ Sick leave: unhealthy behaviour > 100% plus
  - ☹ 55% high BMI
  - ☹ 50% not enough exercise
  - ☹ 25% smoking
  - ☹ 20% drinking (too) much
  - ☹ 15% burn out complaints





# Some facts in the Netherlands

- Sickleave healthcare: 6% and going up
- Normal sickleave percentage < 3%
- Presenteeism: 6% (@risk)
- Sickleave: € 3 billion per year : € 400 per day
- 60.000 employees in healthcare @home
- 72.000 (ex)employees in Disability Act
- Attrition: 7% or 80.000 employees





Workstress or a lack of .....





**Engagement**

**Employability**

**Health promotion**

**Absenteeism & presenteeism**



# Research Prof Dr. Arnold Bakker 2019



Age

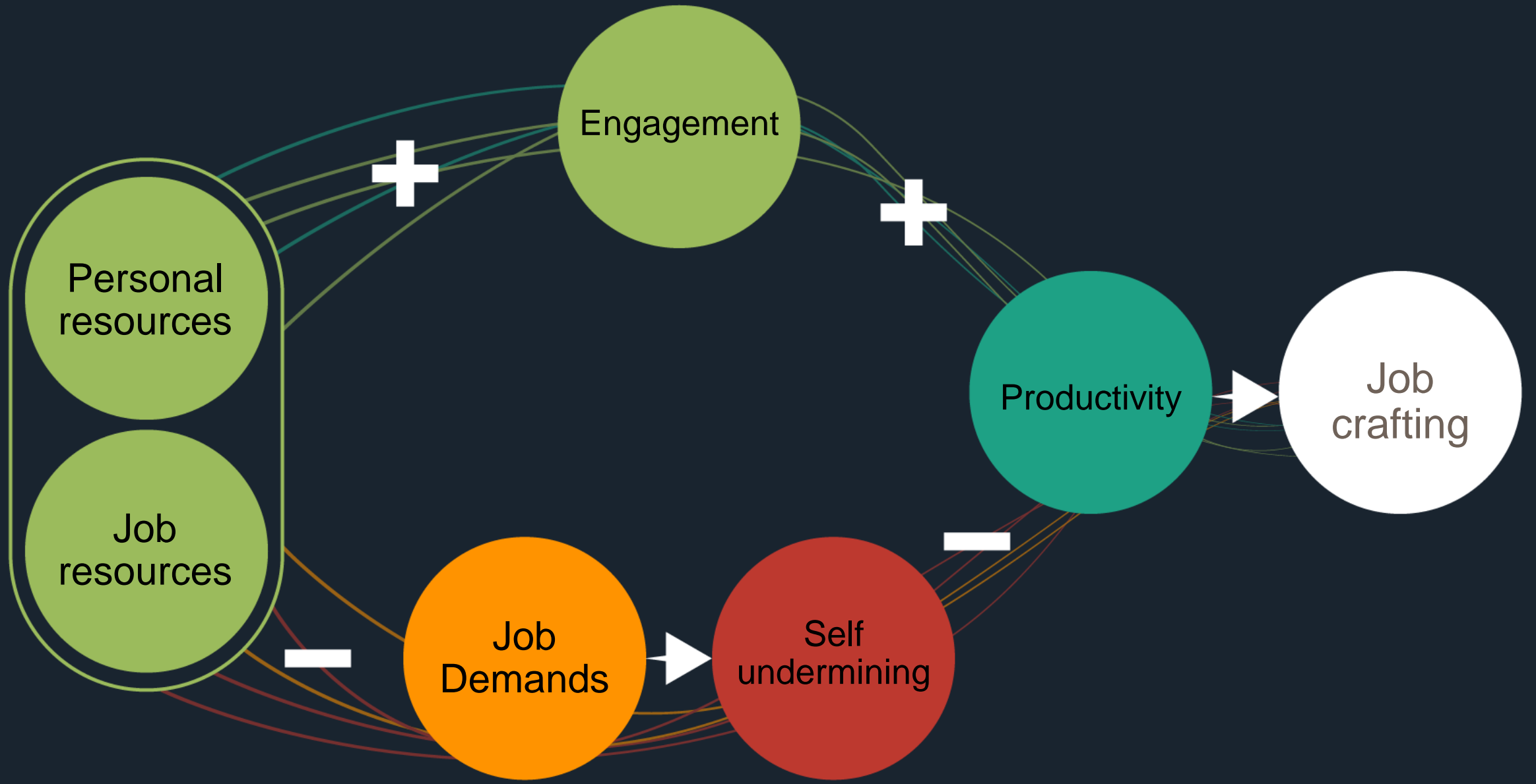


Need for energy



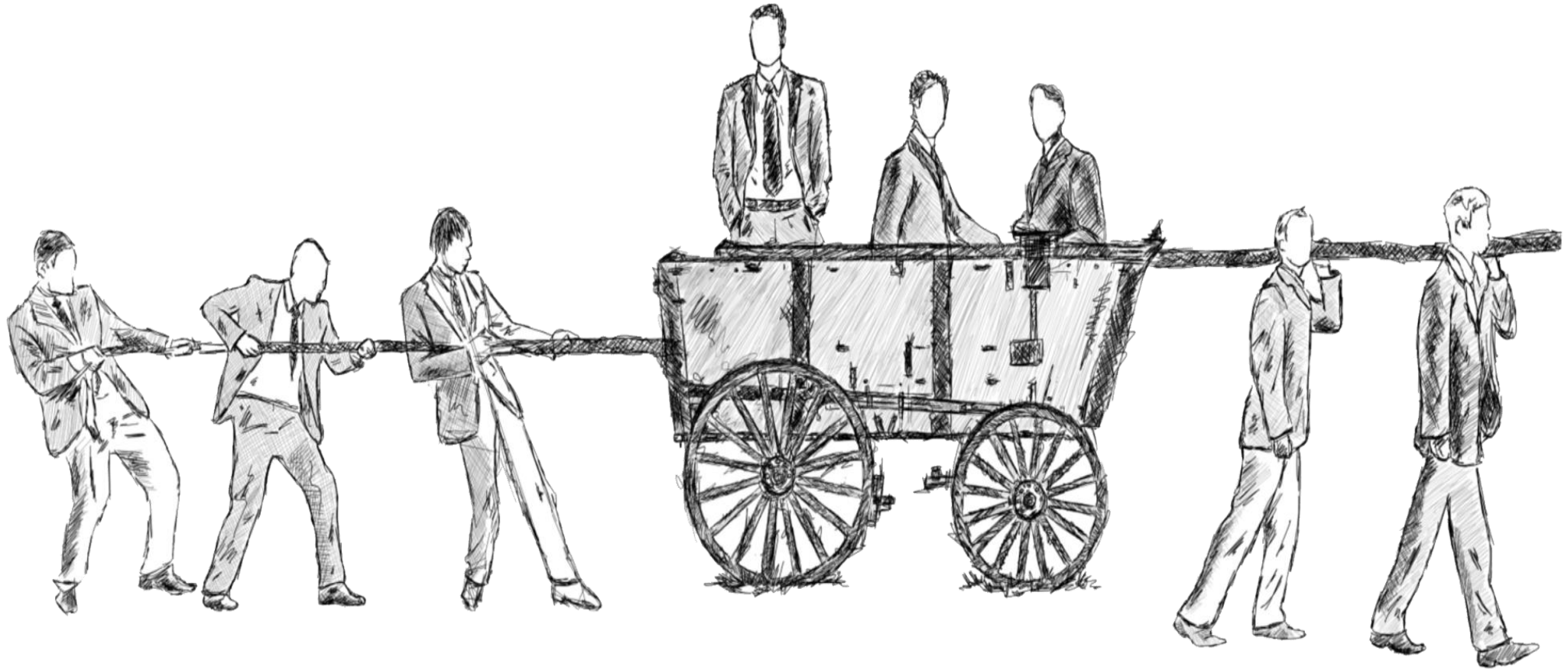
Pro-activity





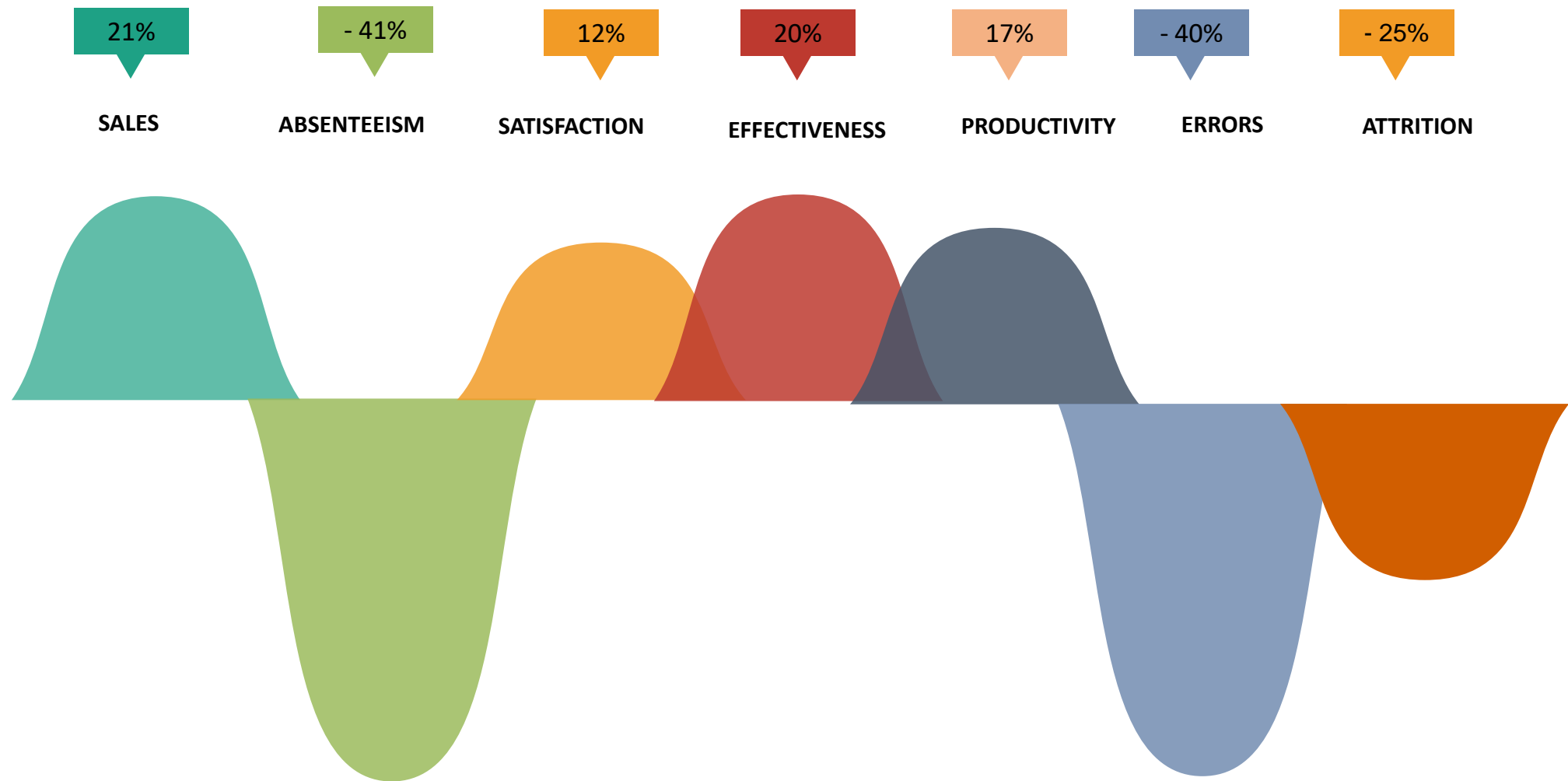
# Charging points





Source: Gallup 2016

# THE 7 KEYS of ENGAGEMENT





# Good employment practice

- ⊖ People are responsible for their own employability, vitality ....
- ⊖ We
  - ⊖ employers
  - ⊖ (health) insurance companies
  - ⊖ pension funds
  - ⊖ .....
- ⊖ give you support & advice .....



A man with short brown hair and a light beard, wearing a white button-down shirt, is shown from the chest up. He has a wide-eyed, open-mouthed expression of shock or surprise, looking towards the left. The background is a dark, textured grey.

..... if you are afraid to lose your job







..... if your private life seeps into work







..... if the worries about a sick partner/relative affects work





...if your head is full of financial worries







..... if work and private hit into imbalance





..... if you need support in the event of loss







..... always with focus on vital workplace







..... Call for Action: 24/7 mental care





An aerial photograph of a large cable-stayed bridge spanning a wide river. The bridge has multiple lanes and is supported by tall pylons with numerous stay cables. Below the bridge, there are several lanes of traffic, including cars and a truck. The river is a deep blue-green color. A semi-transparent grey rectangle is centered over the image, containing the text "MAKE YOUR CHOICE" in white, bold, sans-serif capital letters.

**MAKE  
YOUR  
CHOICE**