SAFETY MOMENT

MENTAL HEALTH AT WORK

Taking care of ourselves is also working safely.

- EMOTIONAL WELL-BEING
- TEAM SUPPORT
- OPEN COMMUNICATION
- STRESS MANAGEMENT
- WORK-LIFE BALANCE



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Mental health is also safety

Psychological well-being influences how we think, feel, collaborate and respond to risks at work.



Attention and focus

High stress or fatigue can increase errors and distractions.



Decision making

When we feel overwhelmed, it can be more difficult to evaluate situations clearly.



Teamwork

Listening and seeking support fosters communication and helps prevent incidents.

Talking about mental health is part of a prevention culture.

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Factors that can affect our well-being

There are different situations in the work environment that can influence our mental health and generate stress, anxiety or lack of motivation.



Excessive workload

Constant deadlines, multiple tasks and insufficient recovery time can generate stress and exhaustion.



Lack of clarity

Unclear responsibilities, frequent changes, poor communication and undefined expectations can generate uncertainty and frustration.



Conflicts or isolation

Lack of support, disrespectful behavior, poor communication or feeling isolated can negatively affect our emotional well-being.



Uncertainty and personal stress

Personal concerns, life changes or external situations can impact our daily performance.



Risk factors can be identified and managed.

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Signs worth paying attention to

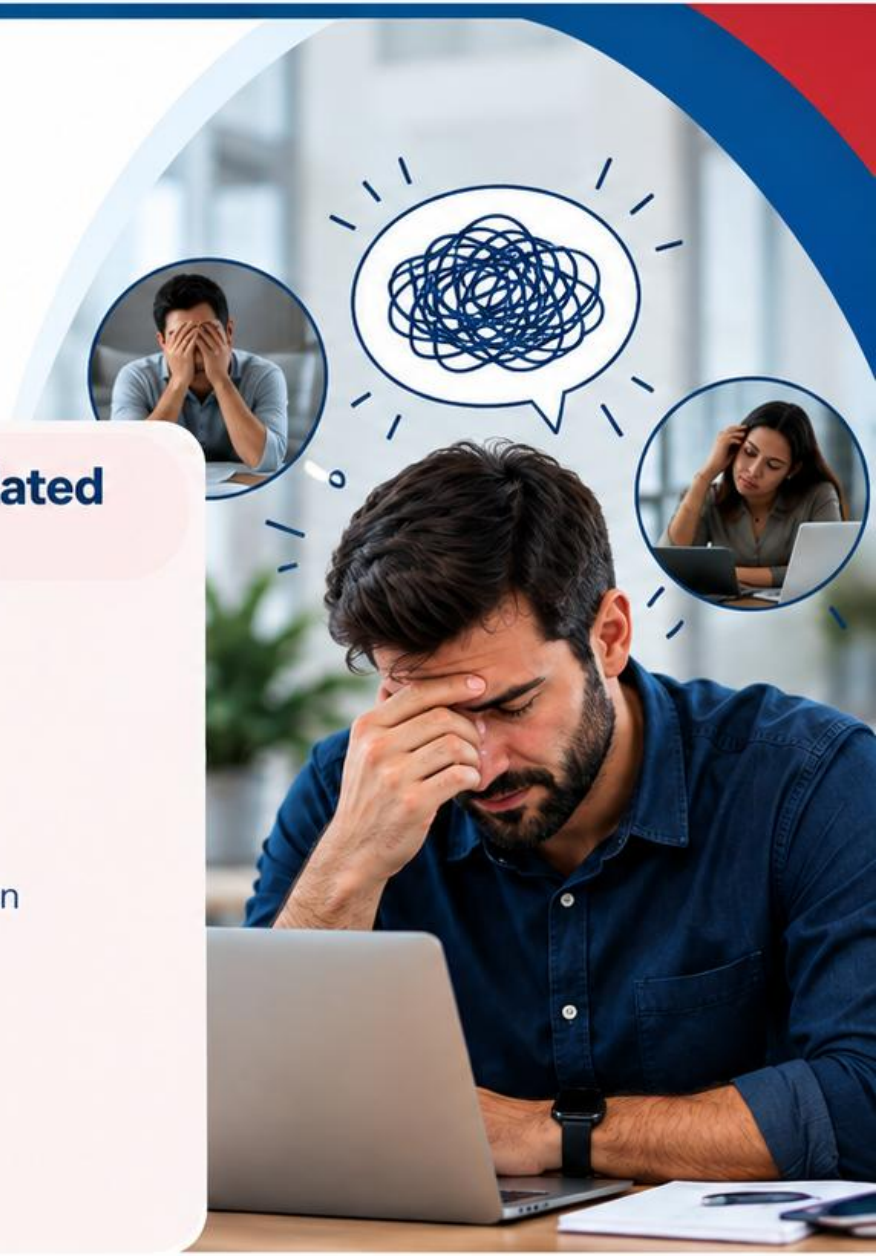
Recognizing these signs early allows us to seek support and prevent stress or anxiety from affecting our health, safety, and performance at work.

Emotional changes

- Persistent irritability or worry.
- Feelings of sadness or anxiety.
- Lack of motivation or discouragement.
- Frequent mood changes.
- Loss of interest in activities you previously enjoyed.

Physical or work-related changes

- Frequent fatigue or sleep problems.
- Difficulty concentrating or making decisions.
- Headaches, muscle tension or stomach problems.
- Withdrawal or changes in performance.
- Increased absenteeism or frequent tardiness.



An isolated sign is not a diagnosis. Let's observe with empathy, without judgment.

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Five Self-Care Actions

Small daily actions can make a big difference in your well-being and your performance at work.

01 **Take short breaks**
Get up, breathe and change your activity when possible.

02 **Organize your priorities**
Differentiate what is urgent from what is important and ask for clarity.

03 **Take care of your habits**
Rest, eat well and stay active to help you recover.

04 **Set healthy boundaries**
Recognize when you need support or to redistribute tasks.

05 **Stay connected**
Talk to someone you trust and avoid isolating yourself.



Self-care helps, but it does not replace the conditions for a safe work environment.

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How to support a coworker?

Small actions can make a big difference in a coworker's well-being and in the work environment.



Listen without judgment

Ask how they are doing, pay attention and avoid minimizing what they share.



Respect their privacy

Do not share personal information and avoid making assumptions or diagnoses.



Make support easier

Encourage them to use available support channels or seek a professional when they need it.

We don't have to solve everything: supporting and guiding also makes a difference.

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Responsibilities of leaders and teams

The well-being of everyone is a shared responsibility. A healthy work environment is built with daily actions and a real commitment.



Responsible leadership

Distribute the workload realistically

Avoid overload and prioritize tasks appropriately.

Communicate expectations clearly

Define goals, timelines and changes in a transparent manner.

Listen and take action in risk situations

Maintain open communication and take action when needed.

A shared commitment

Treat people with respect

Promote an inclusive, friendly and discrimination-free environment.

Prevent harassment and discrimination

Encourage healthy relationships and a safe space for everyone.

Report concerns through available channels

If you identify a concerning situation, inform HR, your supervisor or the company's support channels.

A healthy culture is built through actions, not just words.

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What to do if you need help?

Asking for support is a sign of strength. Taking action in time can prevent the problem from getting worse and help you feel better.

1



Recognize what is happening

Pay attention to your emotions, thoughts and behaviors. Do not ignore persistent symptoms or changes that affect your daily life.

2



Talk to someone you trust

You can reach out to a supervisor, HR, or a colleague. Sharing how you feel is the first step to getting support.

3



Seek professional guidance

A mental health professional can evaluate your situation and provide the right tools to help you feel better.



If there is an immediate danger to you or someone else, seek local emergency assistance.



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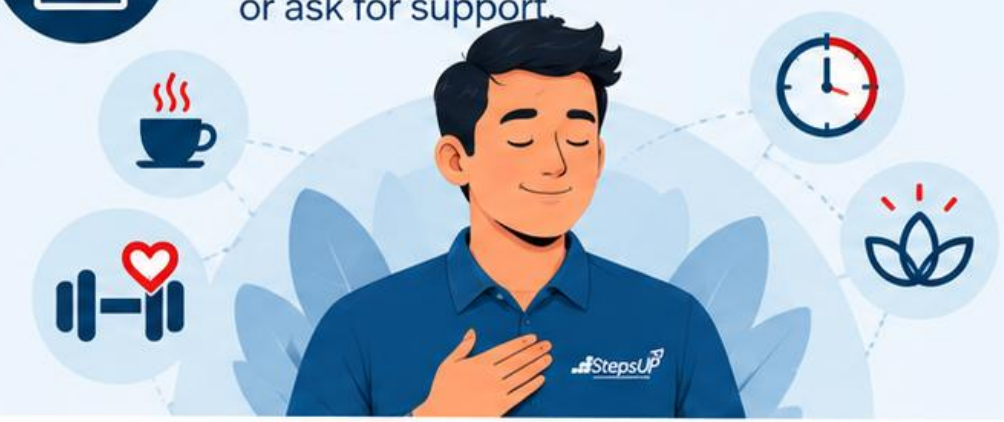
A moment to reflect as a team

Small actions, big changes. We all can contribute to a healthier and safer work environment.

What small action can we take today to make our workplace healthier?

Personal commitment

Take a break, set a boundary or ask for support.



Team commitment

Listen, respect and share the workload.



Suggested conversation: 2 minutes to share a specific action.

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Caring for mental health is caring for everyone's safety.



Listen | Prevent | Support

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