



## ADDITIONAL INFORMATION ON CARDS REPLIES

### People and environment

01| Since 2019, burn out is now part of the world classification. It enters the field of "problems associated with employment or unemployment". This recognition is therefore still very recent! Burn out is not recognized as a medical condition.

02| The study organised by the WHO in 2019 states that 1/3 of European workers complain of health problems related to too much stress at work.

03| Stress is not indeed a feeling. It is a physical, mental or emotional factor that causes bodily or mental tension. It can be internal or external.

04| The colour of the walls in my home or workplace can have an impact on my mood. Vrije University in Amsterdam even speaks of green and yellow colours as evocative of joy. These colours would therefore brighten people's moods and days. Of course, instead of painting a wall, you can also play with yellow or green accessories!

05| Organizing team-building activities will promote the creation of bonds and a climate of trust within the work environment. This will lead to better communication and less stress.

06| Writing about positive events, your skills, knowledge and any positive feedback you may have received at work or at home promotes a healthy state of mind. Having a written record of it all will help you regain serenity and self-confidence when a problem arises.

07| Burn out is a physical, emotional and mental exhaustion resulting from prolonged investment in emotionally demanding work situations.

08| Taking a break regularly, every 2 hours for 5 to 10 minutes, allows you to change your mind, clear your mind and re-boost yourself for the rest of the day. Professionals recommend that you change places when you take your break. So don't just sit in front of your computer, for example, but go and get yourself a cup of tea or a glass of water, get out for 5 minutes to get some fresh air, if possible.

11| It is scientifically recognized that my posture at work is essential to my well-being. So try to stand upright with your feet slightly elevated. Comfort at work is essential to feel good.

12| Laughing helps to relieve stress and increases well-being in your environment. Staying in one's corner or taking refuge in food cannot be a long-term solution since one could lead to social isolation while the other could lead to health problems (obesity, diabetes...).

13| A) To give energy B) To evacuate stress C) To build muscle D) To stay in shape for the summer (Examples of answers)

14| Answer: Psychologist or psychiatrist depending on the situation.

15| Examples of responses: stress or anxiety, illness. Social isolation leads to long-term psychological and pathological risks for the person, which leads to stress, anxiety, abandonment and depreciation.

16| Here are some examples: Fidgeting, Lack of eye contact (or a lost look into the horizon), Looking down, Moving away from people, slouching, Awkward or fake smiles...

17| Seeking the positive side of a situation makes it possible to see it in a different light. It sets the mind in a good mood and improves mental health.





18| Did you know that? If your home or office is too dark, a lack of vitamin D from the sun's rays can affect your mood and morale, leading to long-term illness. There are some little tricks to bring light into your environment. For example, you can place some reflective lights or mirrors to reflect daylight and brighten your home.

19| The environment you live in does make a difference!

20| Work anxiety can have very negative effects. Likewise, it must be addressed to prevent poor outcomes both for employees and organizations.

21| While you may fear that sharing how you feel will lead to being labelled weak or treated poorly, most employers will probably be responsive and offer help. In other words, you don't know until you ask.

22| There are a lot of symptoms, being the most common: fatigue, lack of concentration...

23| Taking regular breaks, doing some meditation, sharing hobbies with your colleagues...

24| This is a personal one. Your colleagues will decide on your sharing!

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26| Here are some examples: engage in a collective hobby, do volunteering...

27| A positive working environment is a workplace that promotes employee safety, growth and goal attainment. These environments are most conducive to a successful workforce as they encourage employees to perform to their highest ability.

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30| Awareness is the first step for change!

