

Give me the resilience

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Mental health

Mental Health Diseases

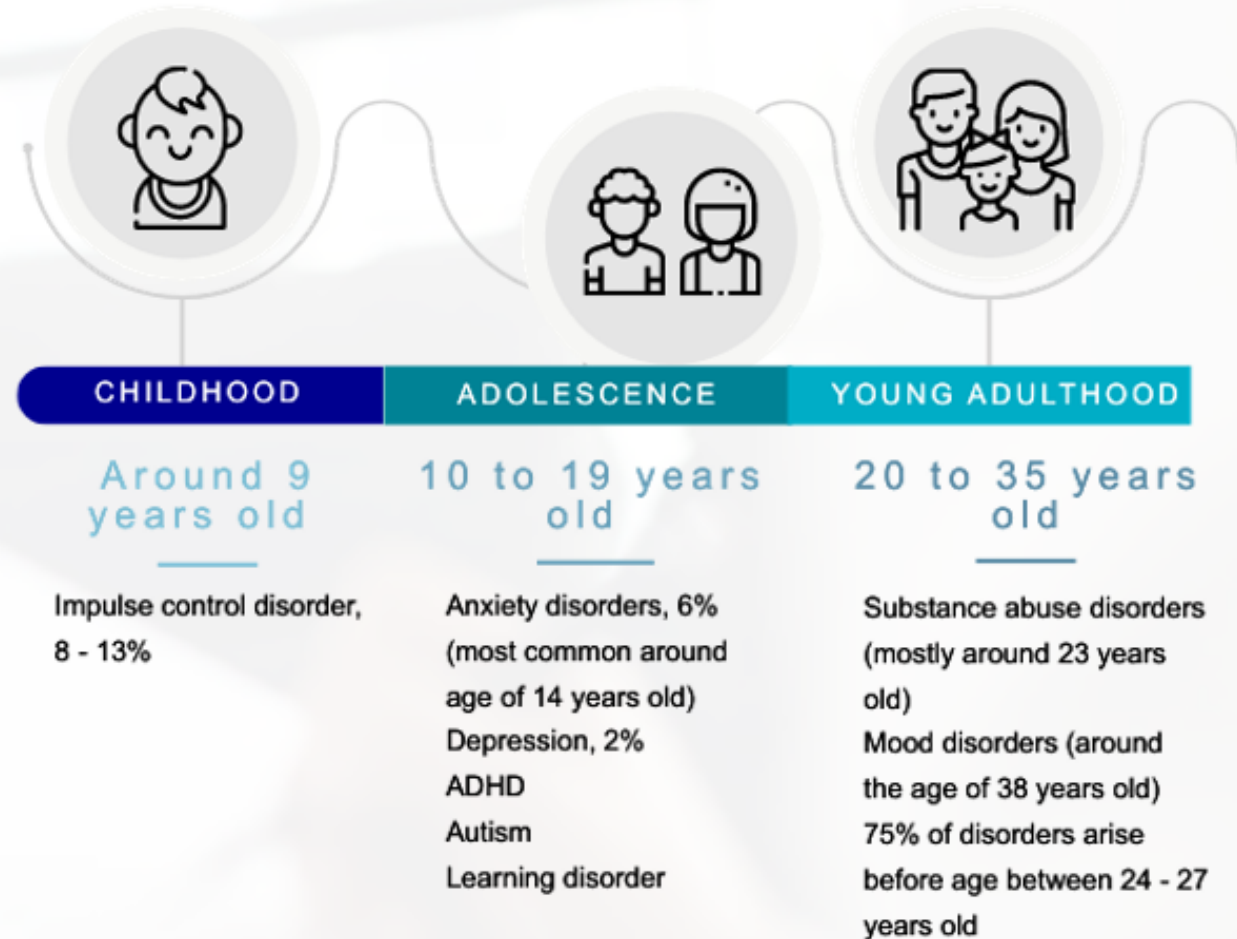
Psychological complaints

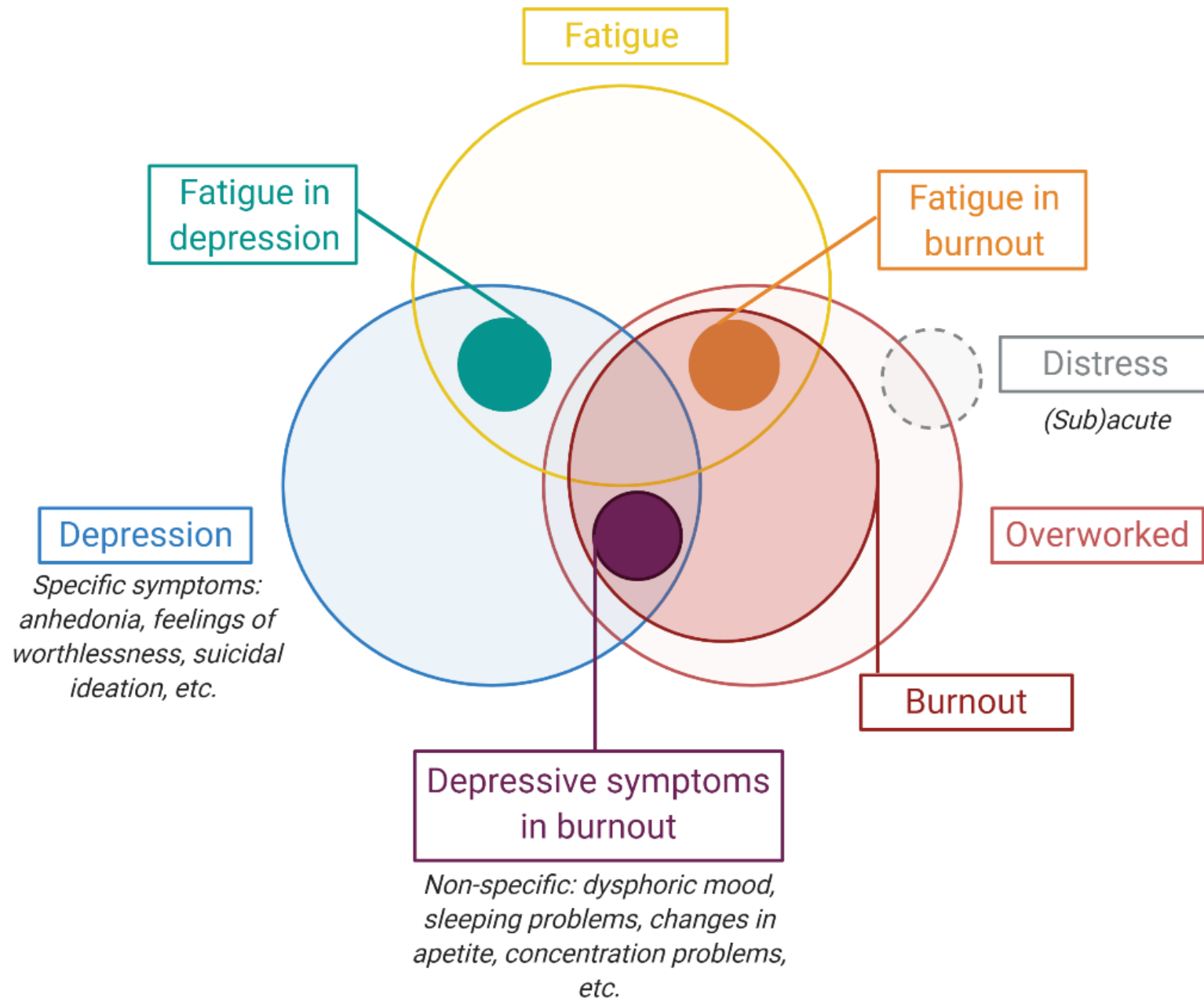
- Not chronic
- Feeling of anxiety or gloom

Mental health disorder

*Diagnostic criteria of specific disorder are met

- Chronic character (30 – 50% severe disorder)
- generate significant impact on individual and on society
- indicated for treatment
- 15% of Belgian adults
- Anxiety disorders, schizophrenia, mood disorders, substance abuse disorders

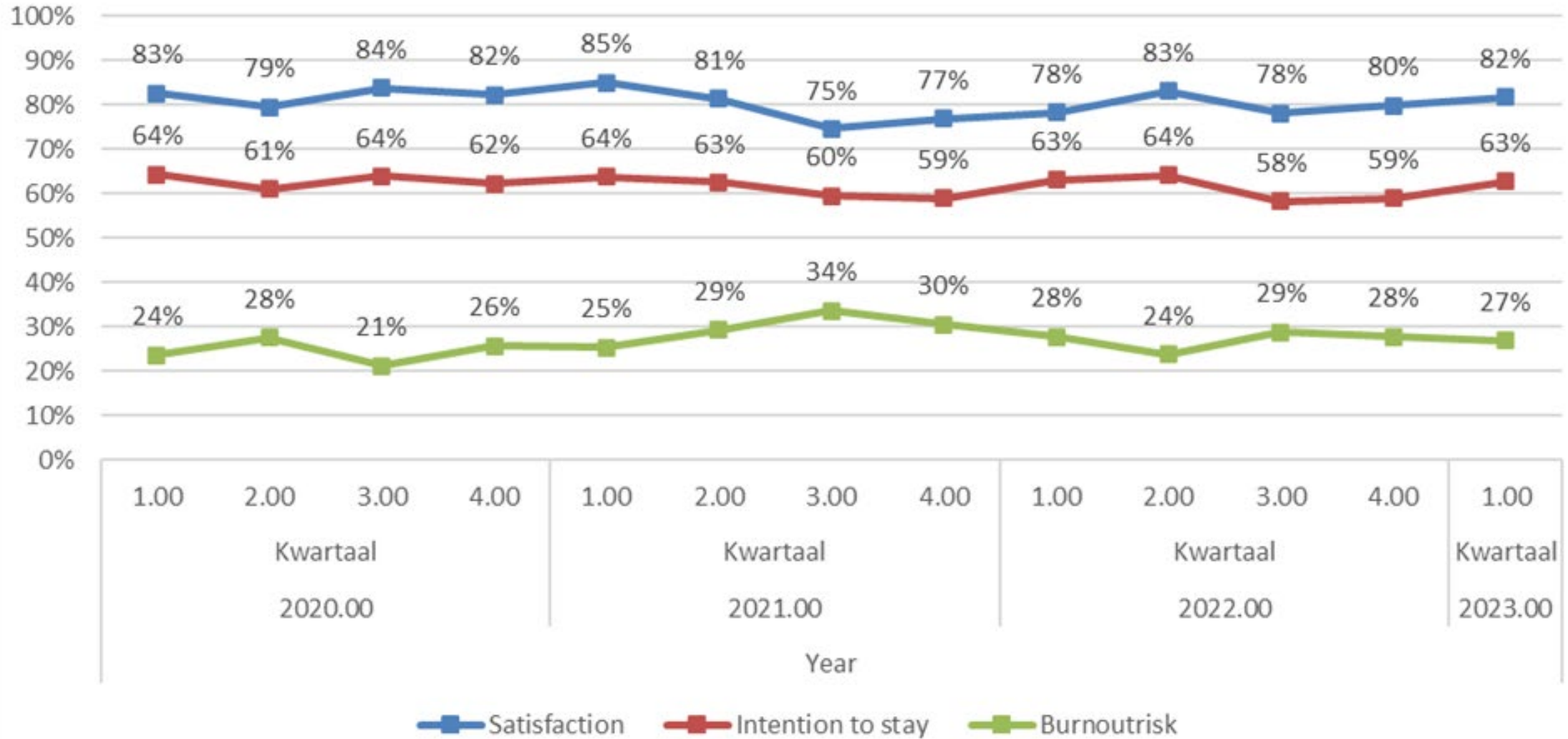




¹Bakusic J et al., 2021;

² Godderis L, 2021: <https://www.mediquality.net/be-nl/medical/article/24132435/is-het-nu-een-burnout-of-depressie-prof-dr-l-godderis-burnoutspecialist>

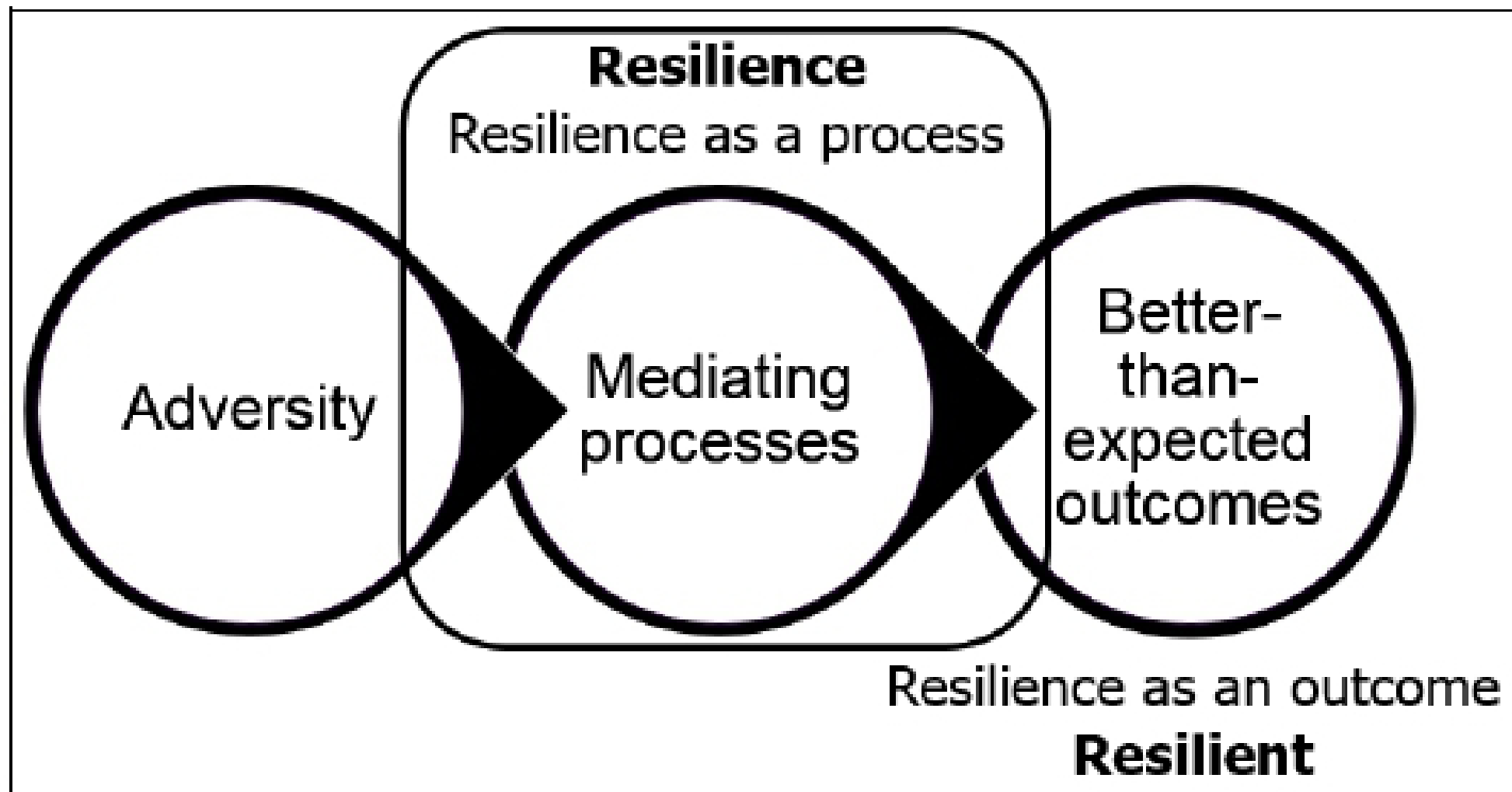
% employees with a high score



Schouteden M, Vandebroek S, Godderis L. Mental health of the working population. MAG report 2020-22

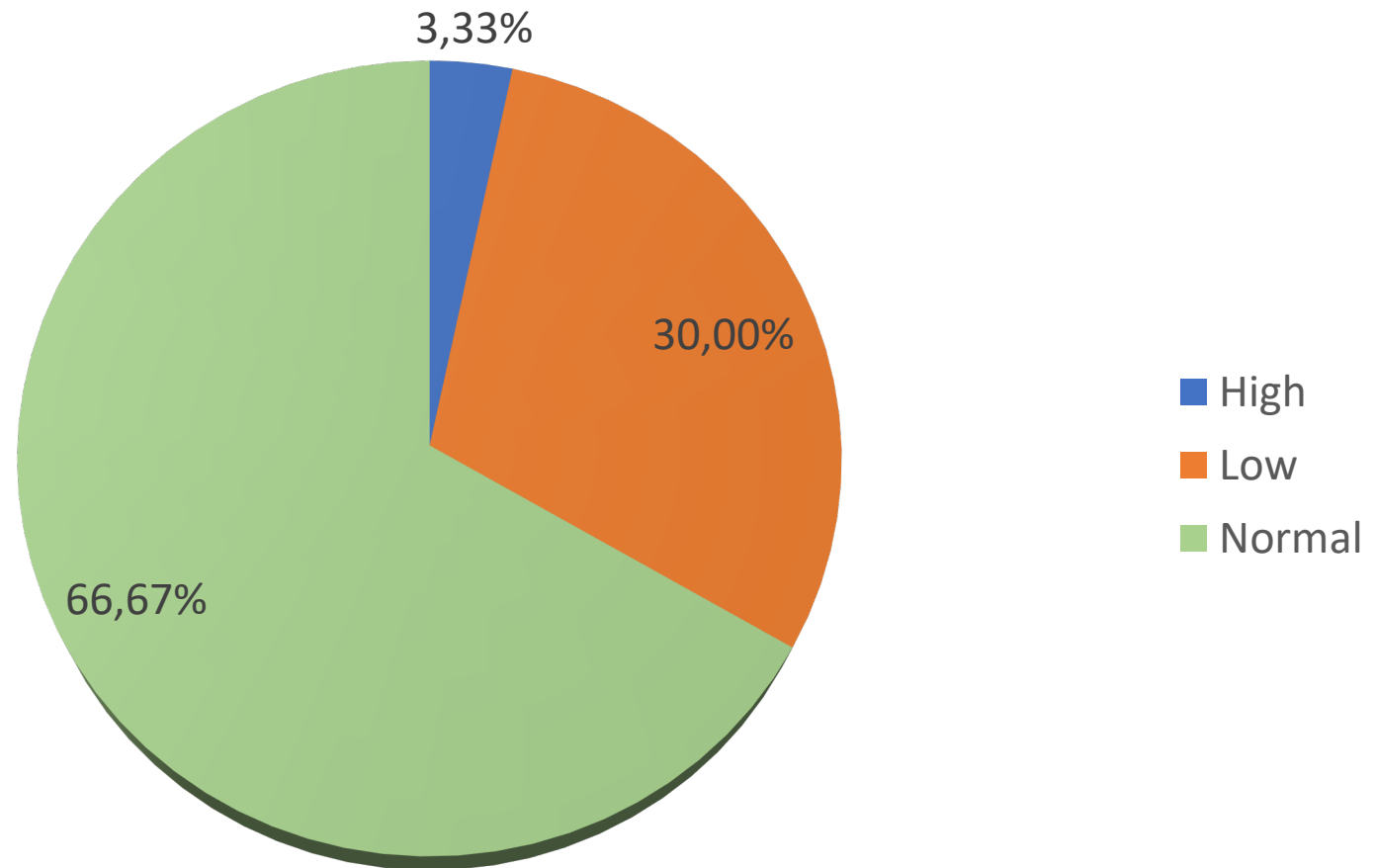
FIGURE 1

RESILIENCE AS PROCESS AND OUTCOME



van Breda, Adrian D.. (2018). A critical review of resilience theory and its relevance for social work. *Social Work* , 54(1), 1-18.

Veerkracht

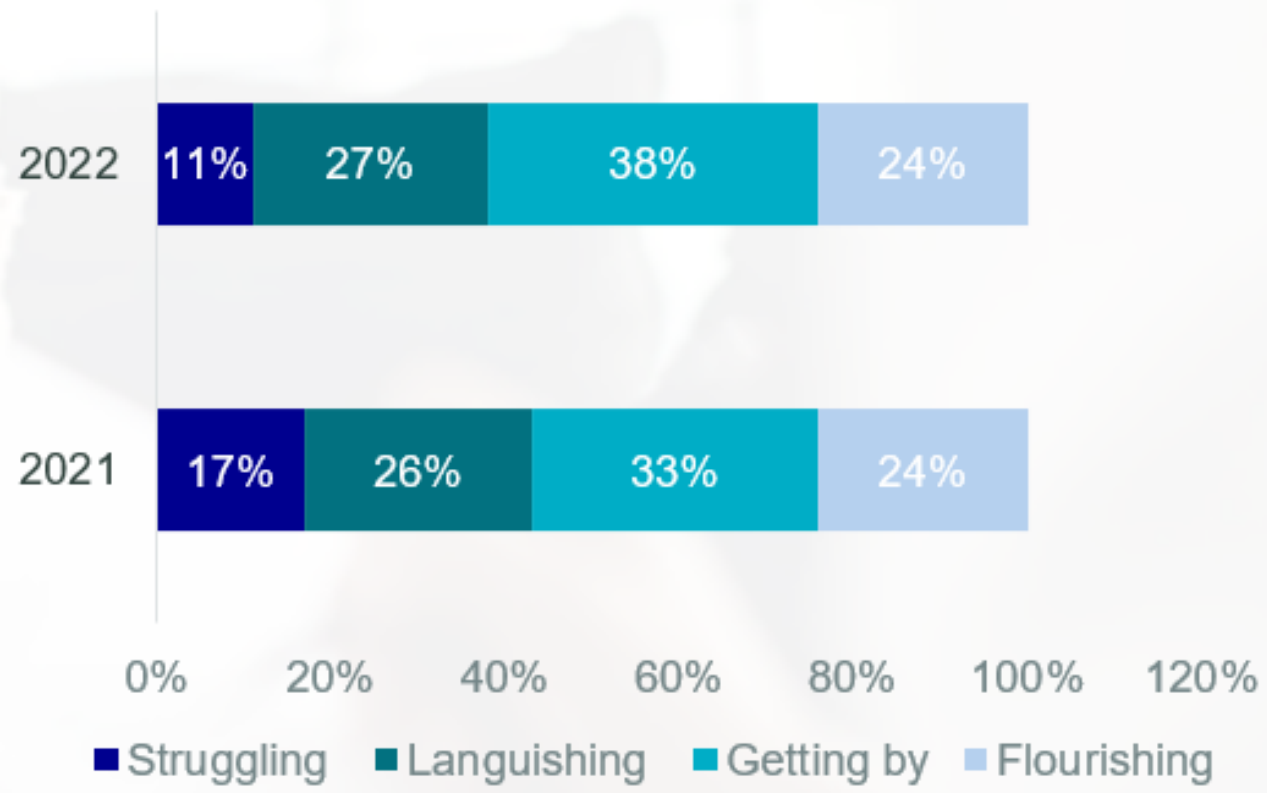




Comparing the overall mental health states over the years

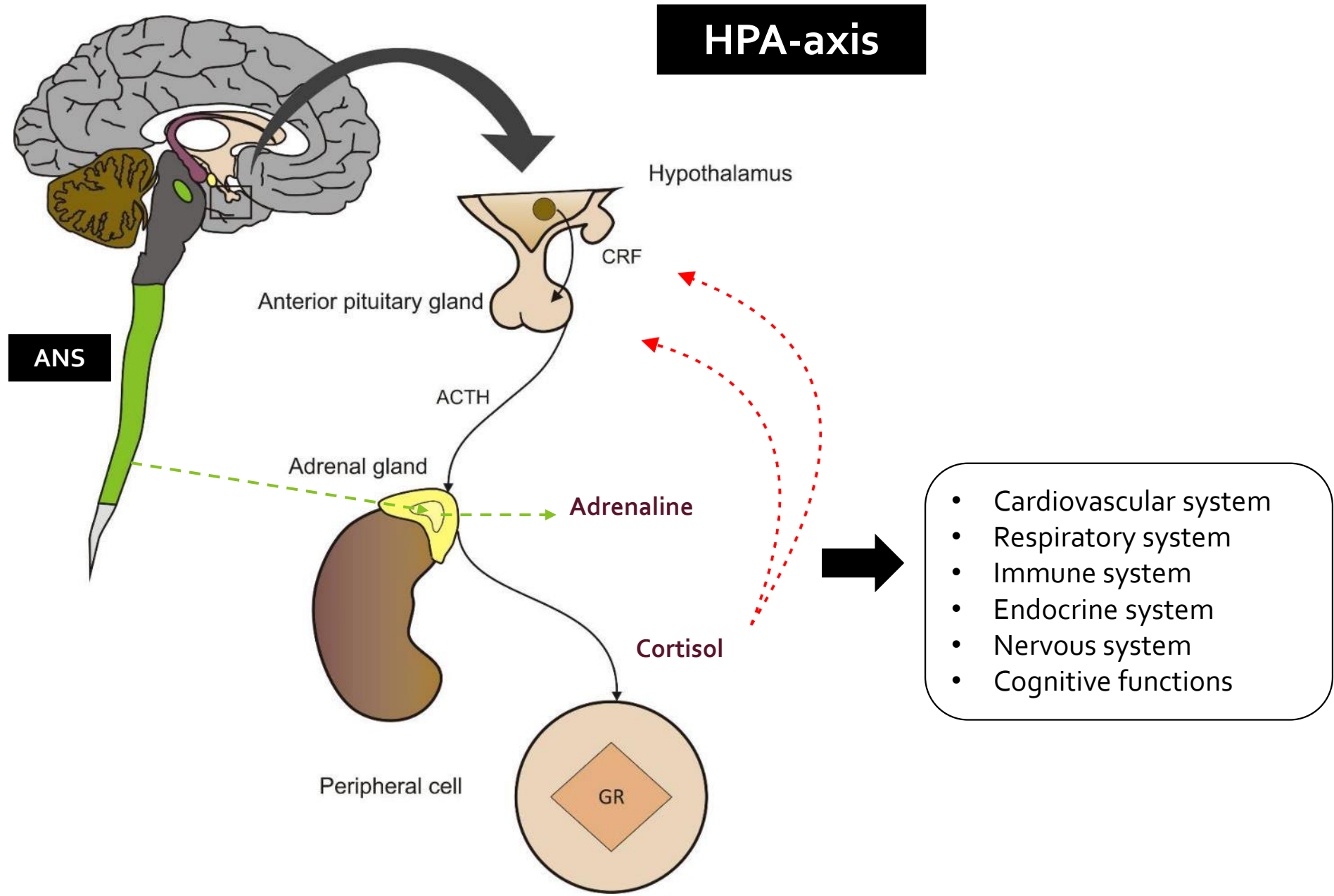
Positive evolution noticeable as to prior year. The numbers of 2022 demonstrate that overall, Belgians are less struggling with their mental health.

Evolution mental health state in Belgium

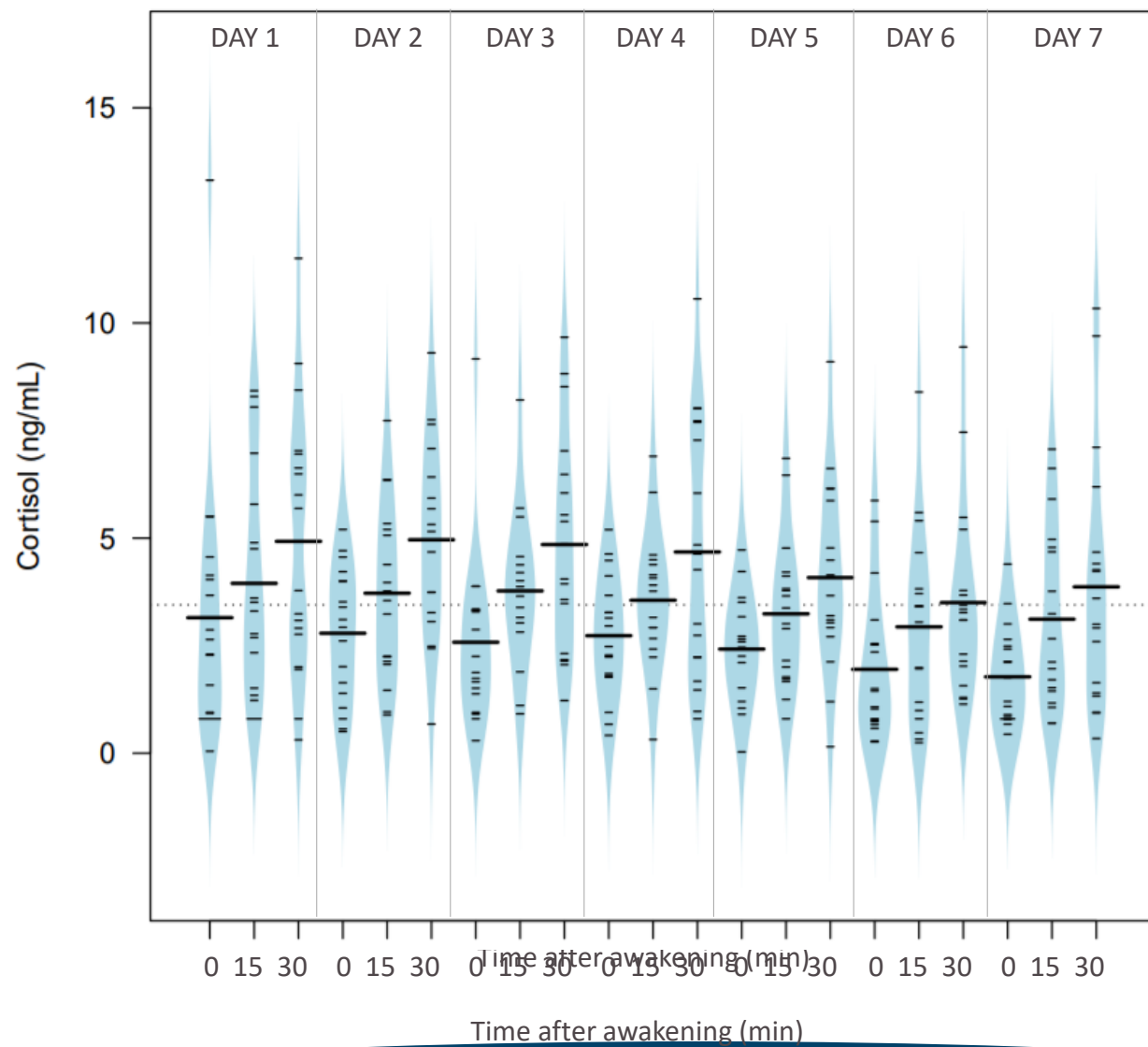




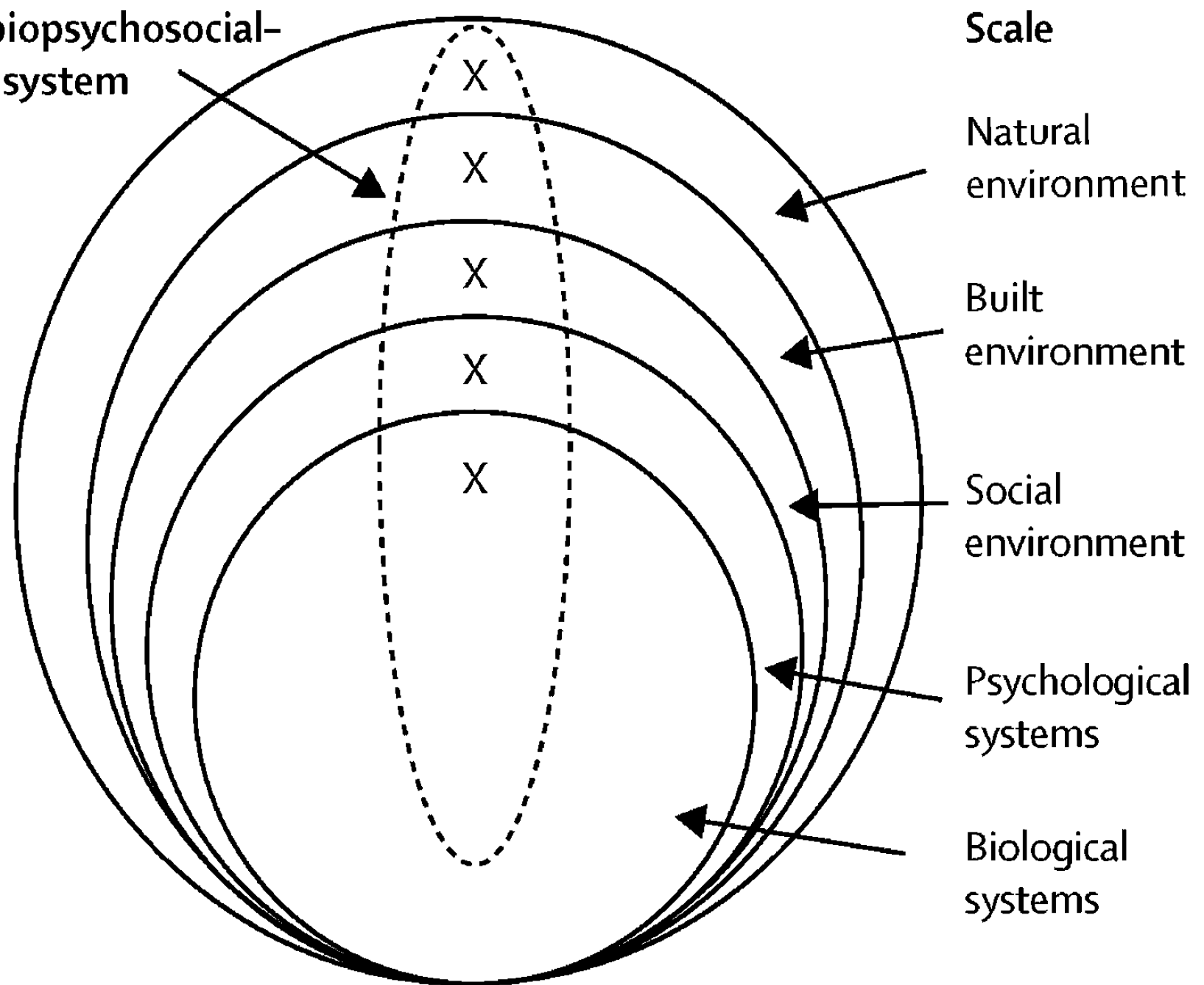
Mechanisms



1. Bakusic, J., Lavreysen, O., Godderis, L. (2023). Genetics, Epigenetics, and Mental Health at Work. In: Wahrendorf, M., Chandola, T., Descatha, A. (eds) Handbook of Life Course Occupational Health. Handbook Series in Occupational Health Sciences. Springer, Cham.
 2. Jelena Bakusic and Lode Godderis. 2021



Complex biopsychosocial-ecological system



Scale

Natural environment

Built environment

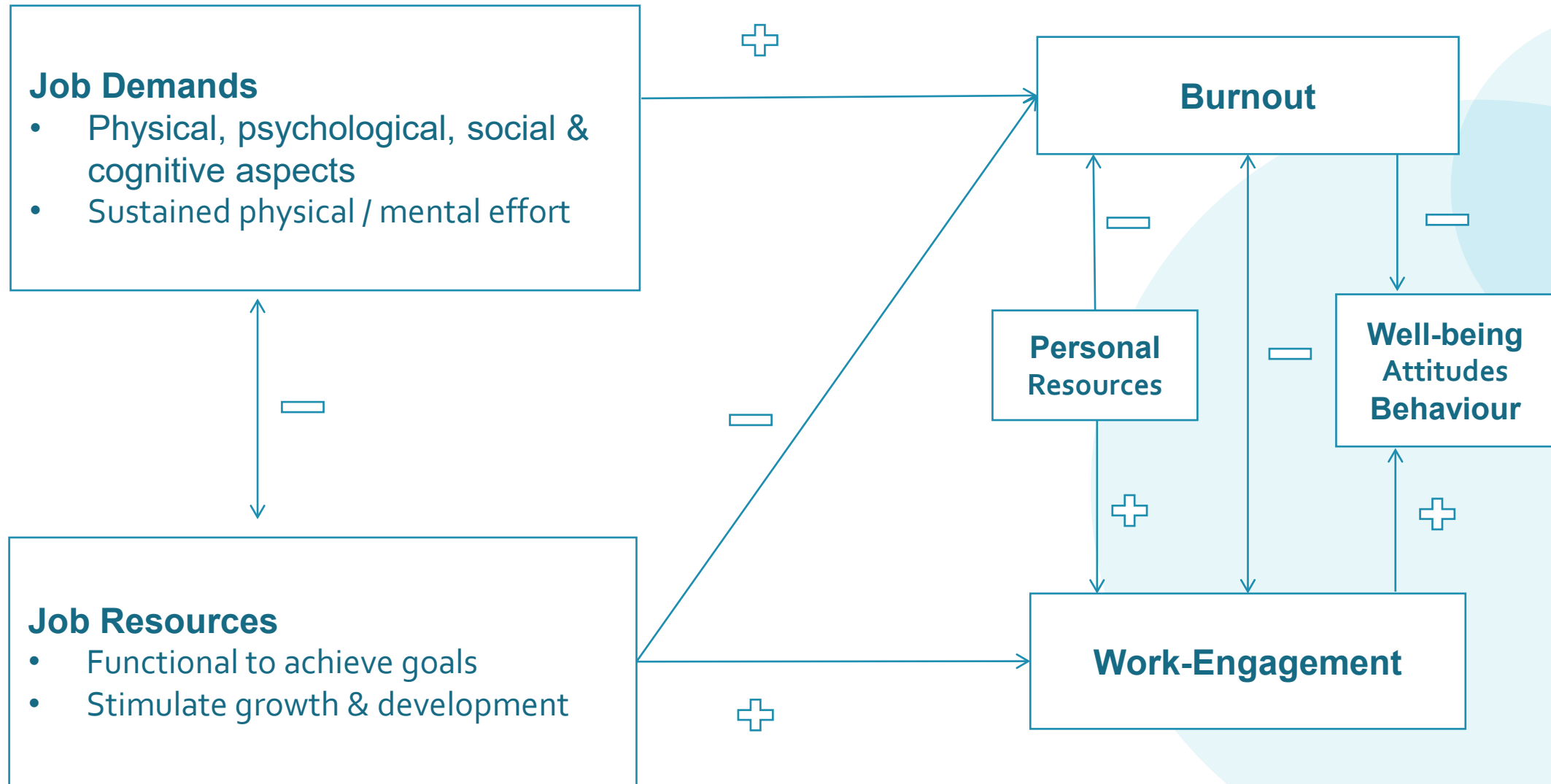
Social environment

Psychological systems

Biological systems



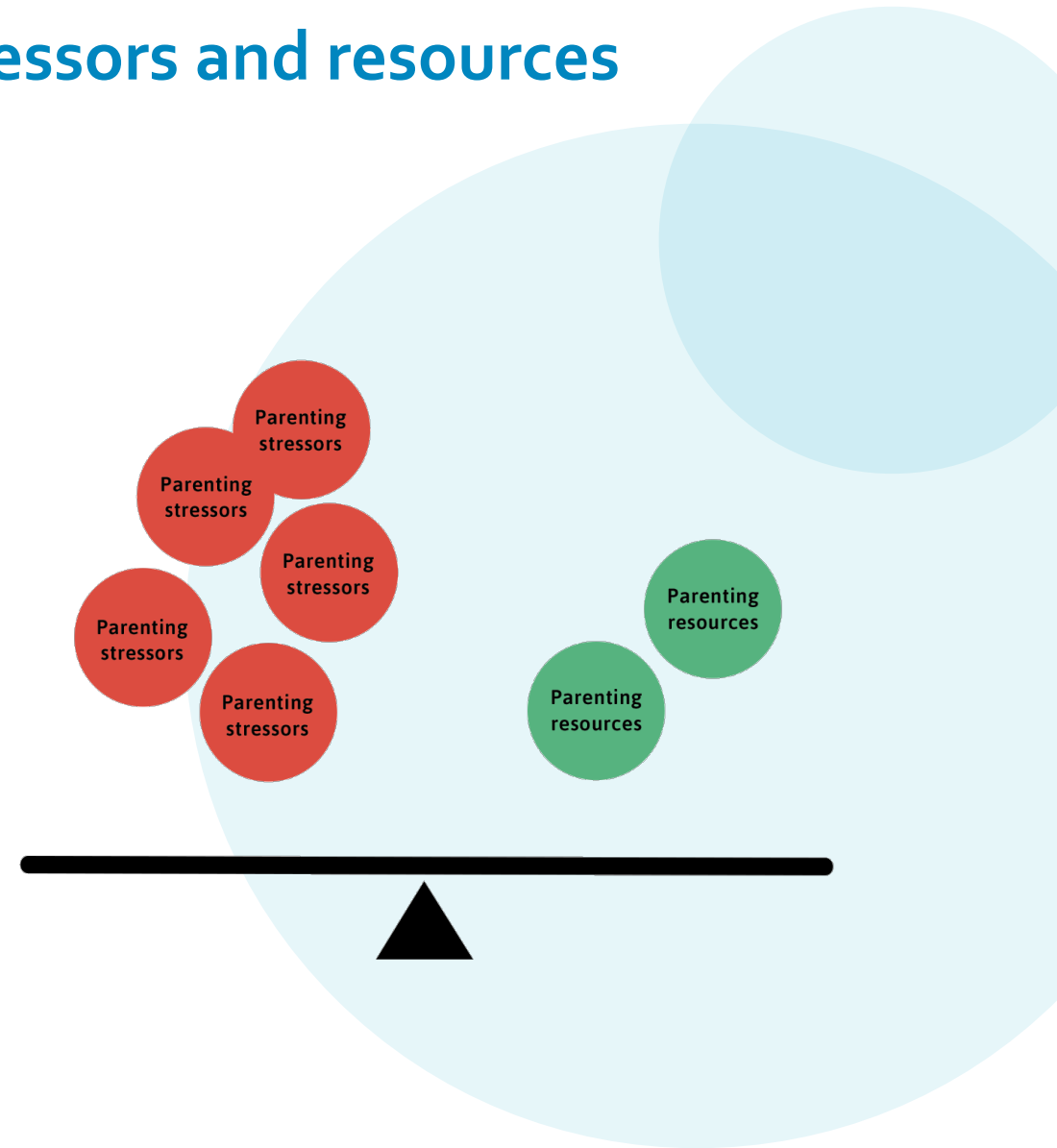
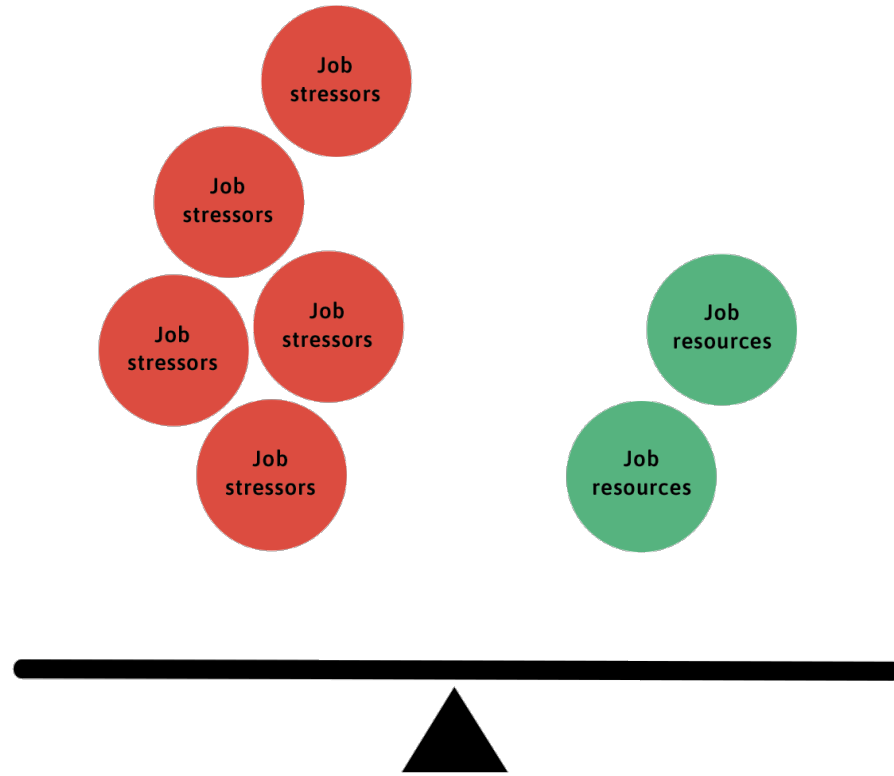
Determinants



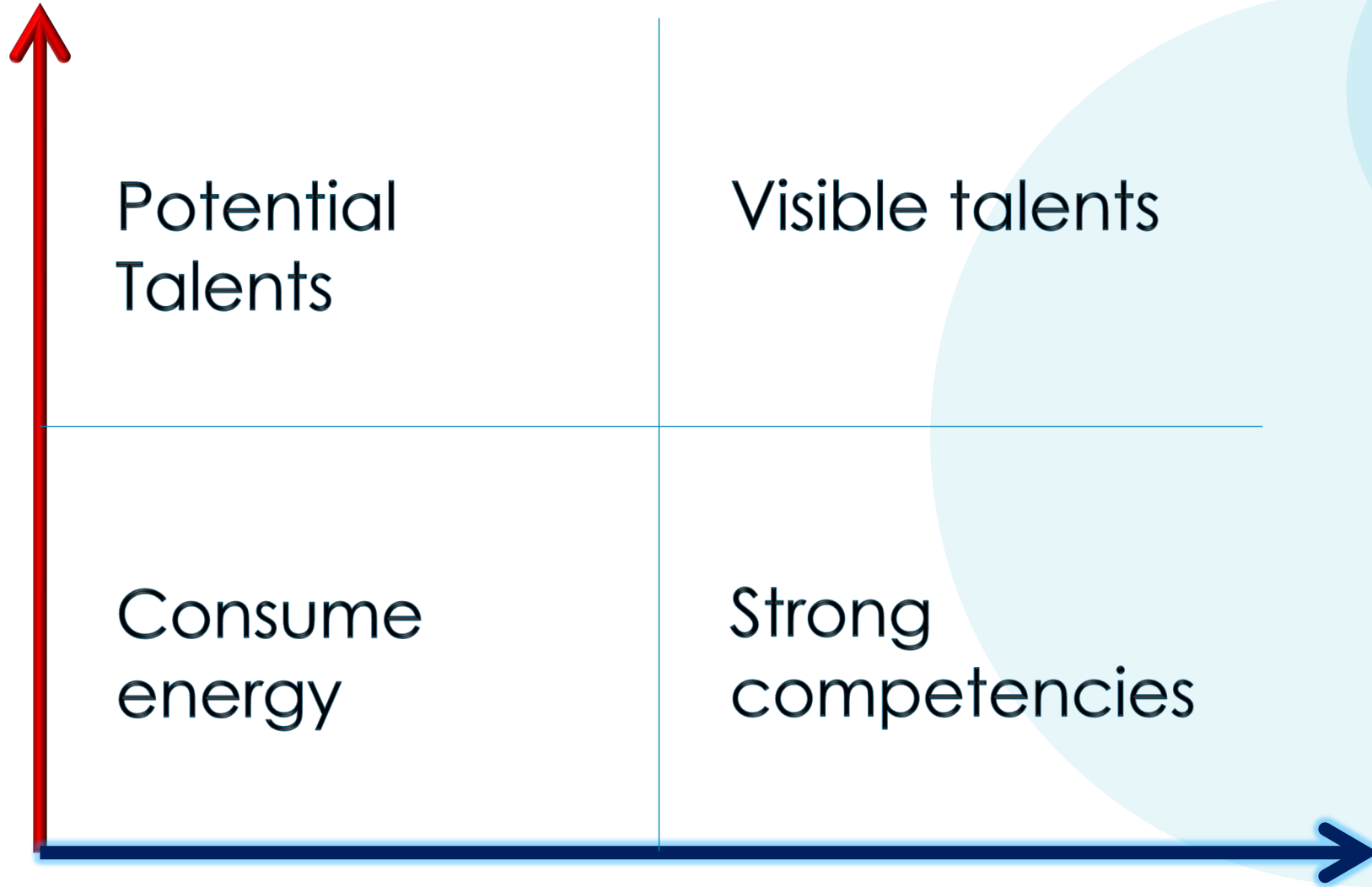
References:

- Bakker AB, Demerouti E. The Job Demands-Resources model: State of the art. *J Manag Psychol*. 2007;22(3):309–28
- Schaufeli WB, Bakker AB. Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *J Organ Behav*. 2004;25(3):293–315.

Chronic imbalance between stressors and resources



Engagement
Passion
Motivation



Competences



Agreeableness

BO ↘



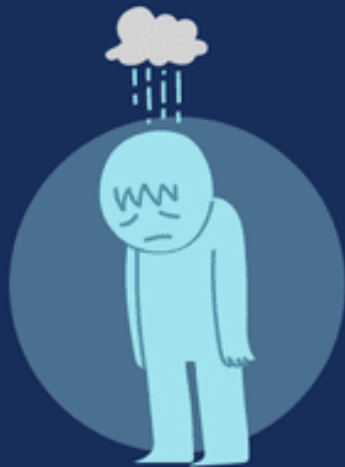
Extraversion

BO ↘



Conscientiousness

BO ↗↘



Neuroticism

BO ↗



Openness

BO ↗



Copingstrategieën

Probleem
actief
aanpakken

Sociale steun
zoeken

Vermijden

Afleiding
zoeken

Emoties uiten

Gerust-
stellende
gedachten

- Geen enkele strategie is de beste of slechtste
- Belang van probleem actief aanpakken en sociale steun
- Blijf niet hangen in één copingstrategie



Strategies & Interventions

Outcomes	Anticipated absolute effects ^a (95% CI)		Relative effect (95% CI)	N ^b of participants (studies)	Certainty of the evidence (GRADE)	Comments
	Risk with control	Risk with resilience interventions				
Resilience Measured by: investigators measured resilience using different instruments; higher scores mean higher resilience Timing of outcome assessment: post-intervention	See comment	The mean resilience score in the intervention groups was, on average, 0.45 standard deviations higher (0.25 higher to 0.65 higher)	-	690 (12 RCTs)	⊕⊕⊕⊕ Very low ^a	SMD of 0.45 represents a moderate effect size (Cohen 1988b).
Mental health and well-being: anxiety Measured by: investigators measured anxiety using different instruments; lower scores mean lower anxiety Timing of outcome assessment: post-intervention	See comment	The mean anxiety score in the intervention groups was, on average, 0.06 standard deviations lower (0.33 lower to 0.23 higher)	-	231 (3 RCTs)	⊕⊕⊕⊕ Very low ^a	SMD of 0.06 represents a small effect size (Cohen 1988b).
Mental health and well-being: depression Measured by: investigators measured depression using different instruments; lower scores mean lower depression Timing of outcome assessment: post-intervention	See comment	The mean depression score in the intervention groups was, on average, 0.29 standard deviations lower (0.50 lower to 0.08 lower)	-	788 (14 RCTs)	⊕⊕⊕⊕ Very low ^a	SMD of 0.29 represents a small effect size (Cohen 1988b).
Mental health and well-being: stress or stress perception Measured by: investigators measured stress or stress perception using different instruments; lower scores mean lower stress or stress perception Timing of outcome assessment: post-intervention	See comment	The mean stress or stress perception score in the intervention groups was, on average, 0.61 standard deviations lower (1.07 lower to 0.15 lower)	-	997 (17 RCTs)	⊕⊕⊕⊕ Very low ^a	SMD of 0.61 represents a moderate effect size (Cohen 1988b).
Mental health and well-being: well-being or quality of life Measured by: investigators measured well-being or quality of life using different instruments; higher scores mean higher well-being or quality of life Timing of outcome assessment: post-intervention	See comment	The mean well-being or quality of life score in the intervention groups was, on average, 0.14 standard deviations higher (0.01 lower to 0.30 higher)	-	1494 (13 RCTs)	⊕⊕⊕⊕ Very low ^a	SMD of 0.14 represents a small effect size (Cohen 1988b).
Adverse events	There were no adverse events reported in association with study participation in three studies.		-	784 (3 RCTs)	⊕⊕⊕⊕ Very low ^a	-

For healthcare professionals, there is very-low certainty evidence that, compared to control, resilience training may result in higher levels of resilience, lower levels of depression, stress or stress perception, and higher levels of certain resilience factors at post-intervention.

The paucity of medium- or long-term data, heterogeneous interventions and restricted geographical distribution limit the generalisability of our results.

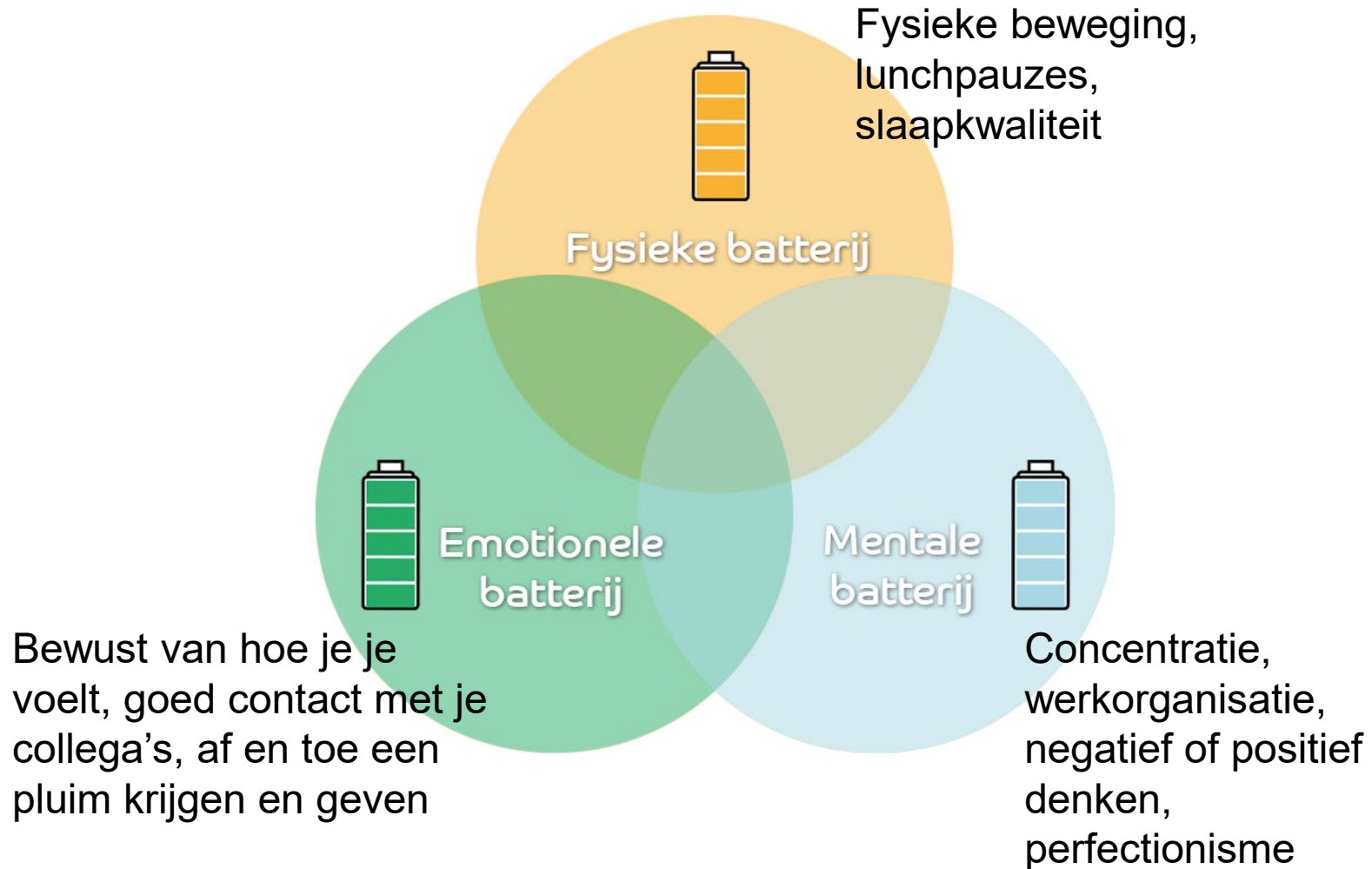
Conclusions should therefore be drawn cautiously. The findings suggest positive effects of resilience training for healthcare professionals, but the evidence is very uncertain.

Kunzler AM, Helmreich I, Chmitorz A, König J, Binder H, Wessa M, Lieb K. Psychological interventions to foster resilience in healthcare professionals. Cochrane Database of Systematic Reviews 2020, Issue 7. Art. No.: CD012527.

Helmreich I, Kunzler A, Chmitorz A, et al. Psychological interventions for resilience enhancement in adults. Cochrane Database Syst Rev. 2017;2017(2):CD012527.



De drie batterijen



<https://www.idewe.be/nwow-veerkracht>



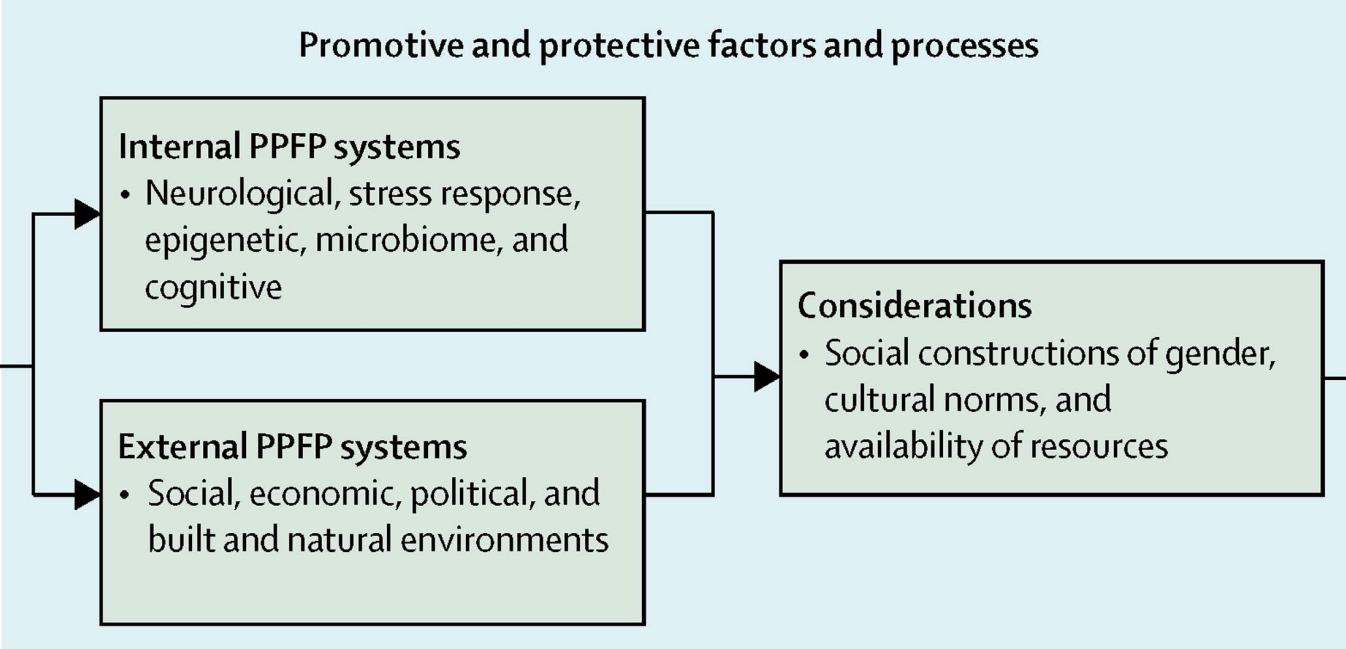
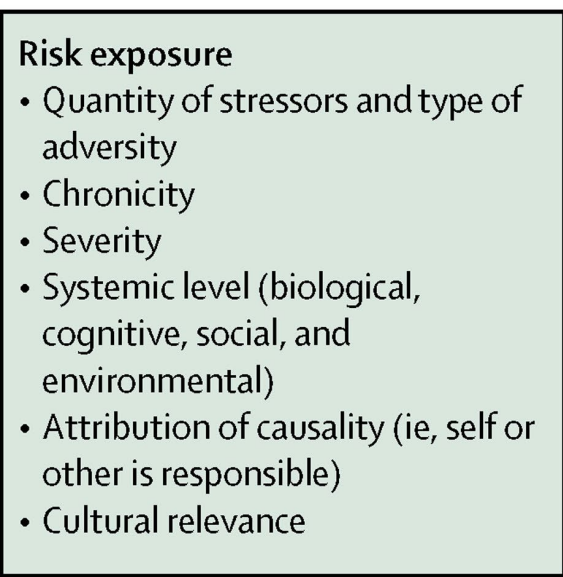


Omdenken



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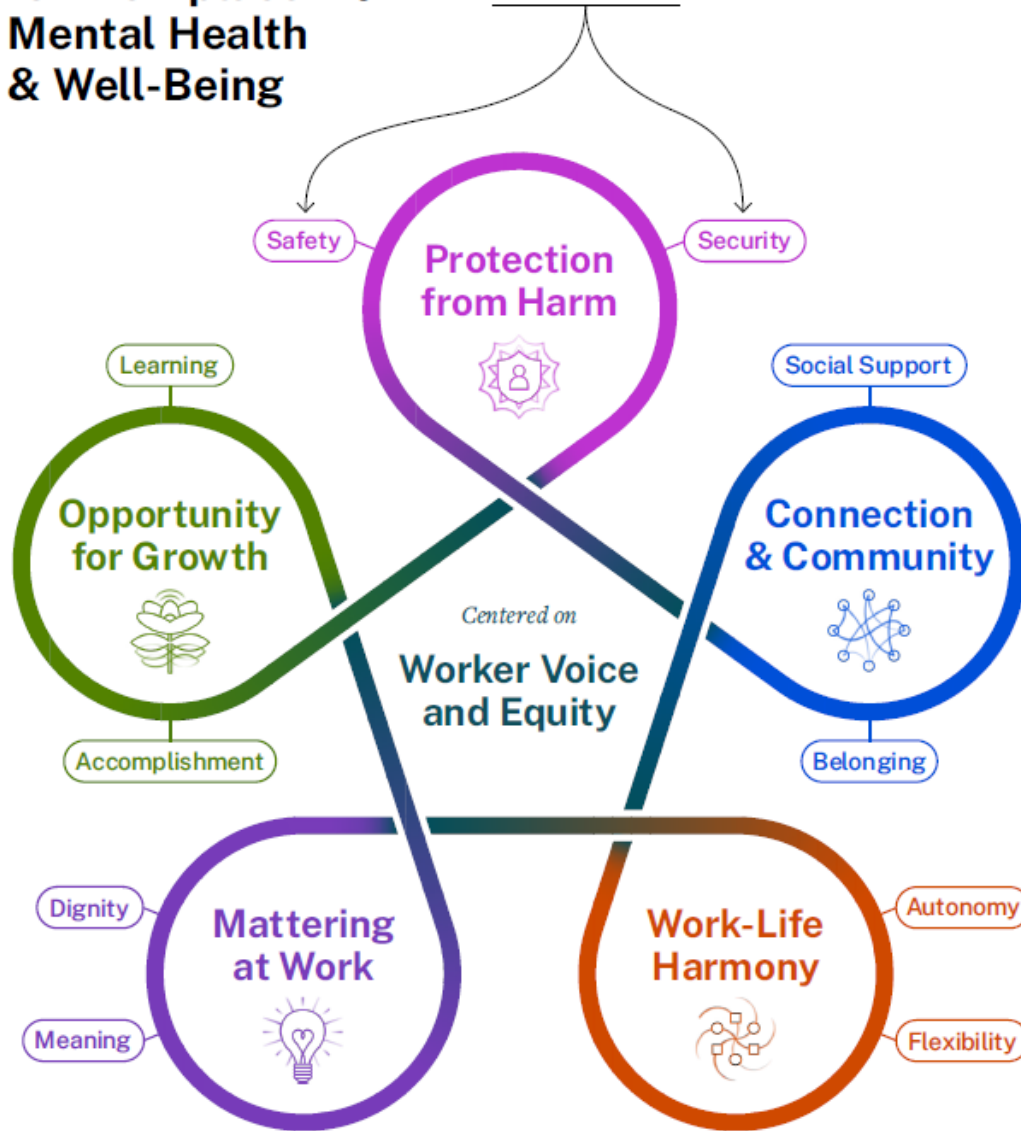






Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.



Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

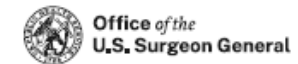
Mattering at Work

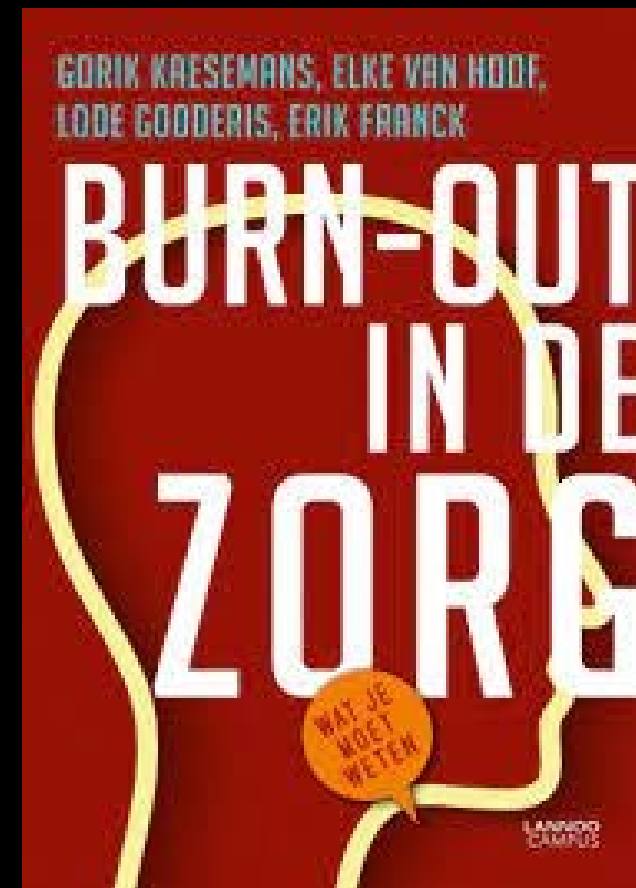
- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

*Diversity, Equity, Inclusion & Accessibility





Want to know more?

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