

How to Swing Your Next Business Trip: Mental Health Isn't Taboo, It's the New Normal

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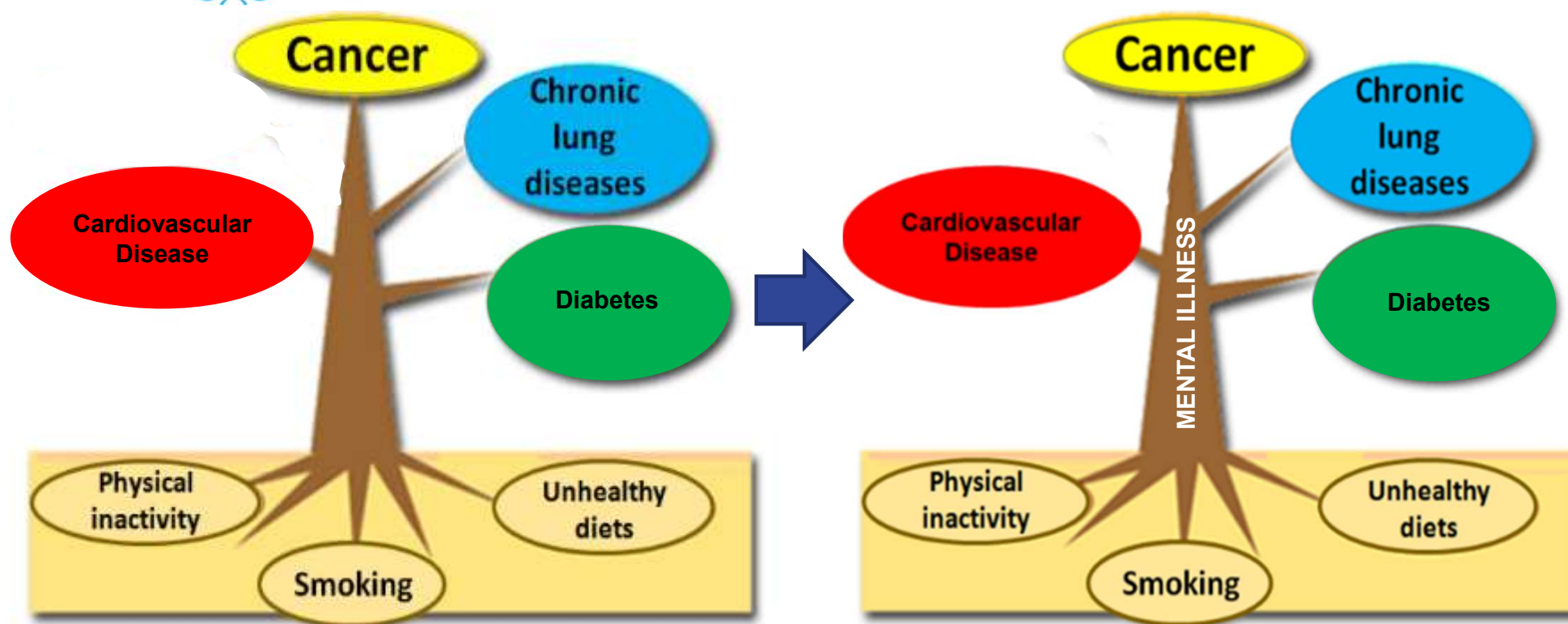
Workforce Risk Expert
International SOS



Today's Landscape: 16+ months into the Pandemic



Non-communicable Diseases (NCD's)

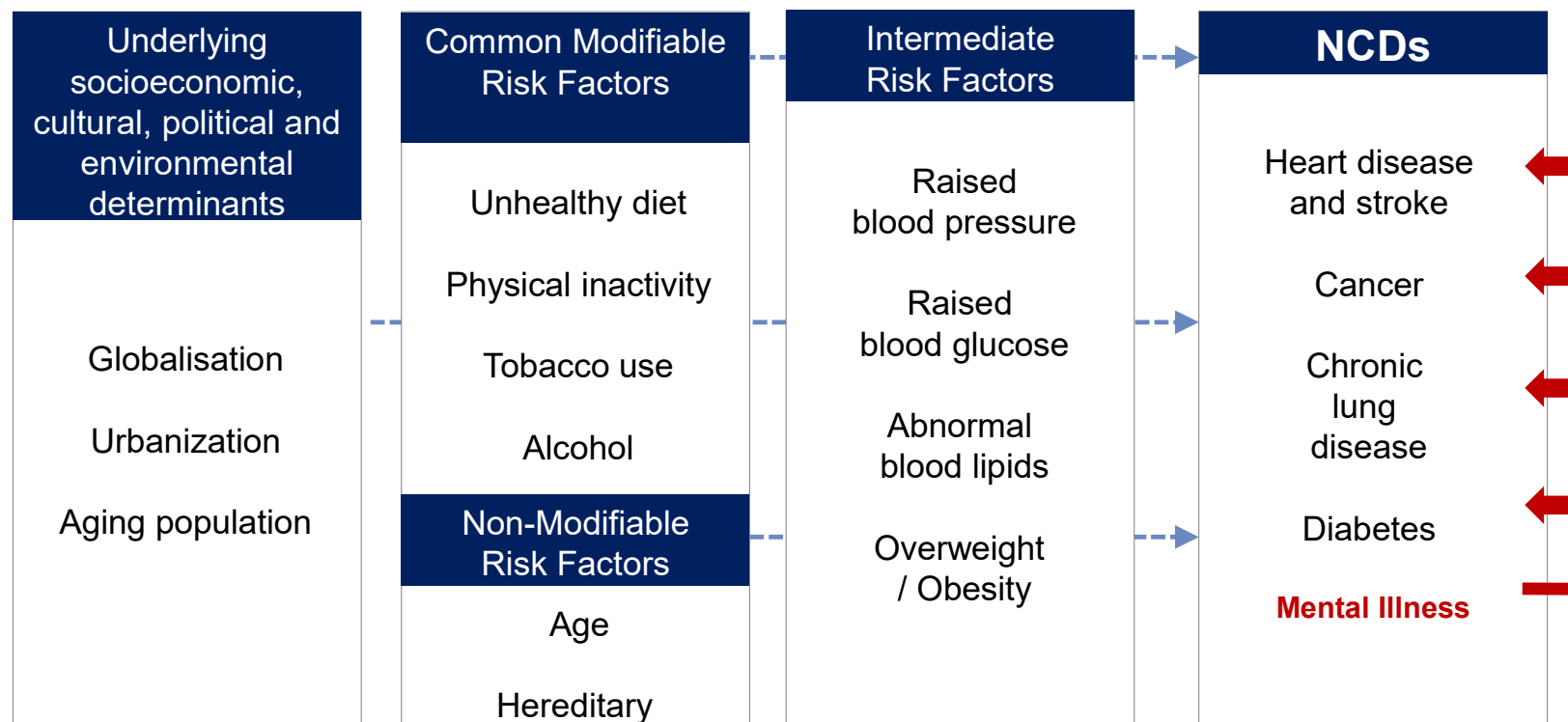


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Today's Landscape: 16+ months into the Pandemic

NCD's Are Taxing The Workplace Ecosystem



Today Mental Illness = Stress

Bipolar Disorder

OCD

Suicide

Psychosis

Stress

Anxiety



Depression

Eating Disorder

Self-Harm

Substance Abuse

Schizophrenia

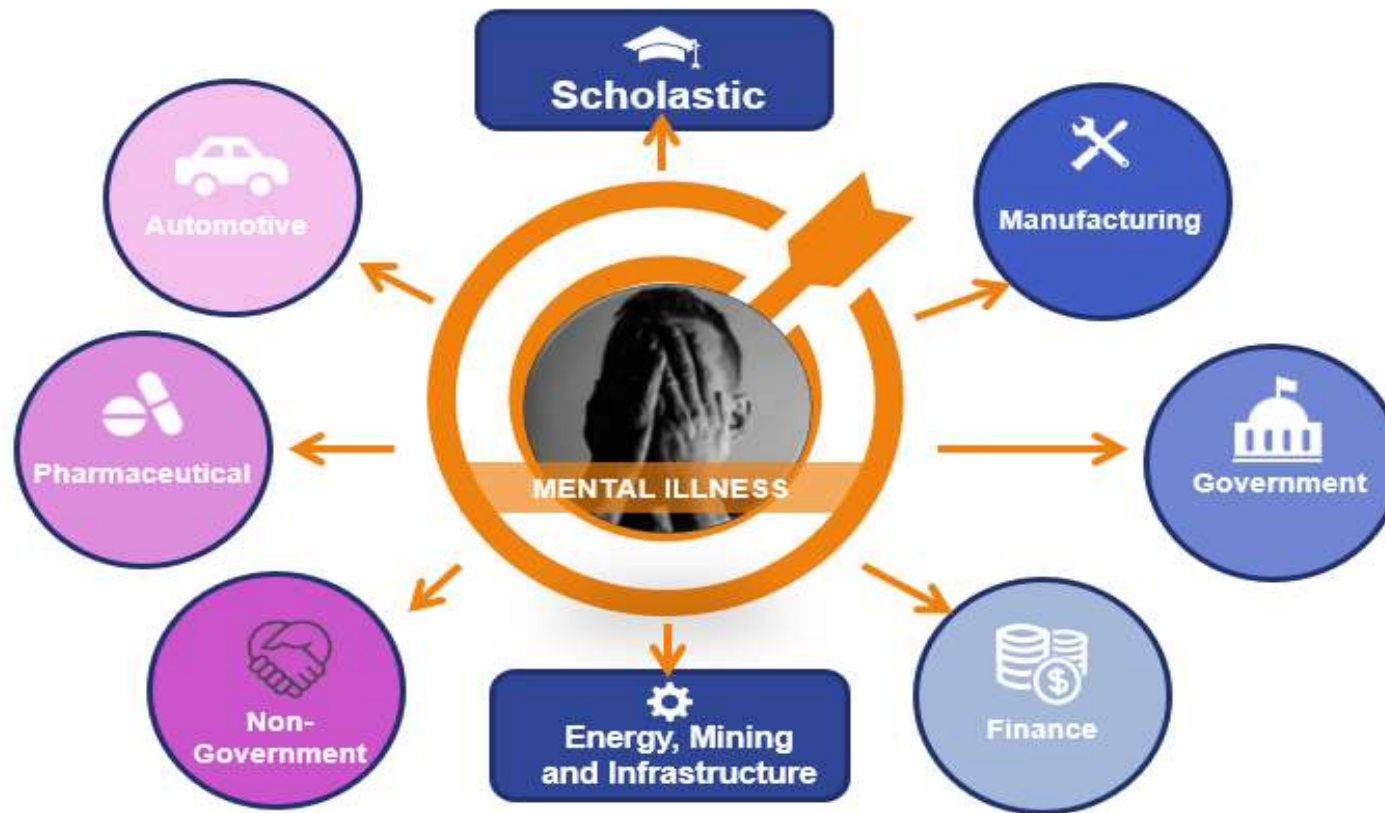
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No One is Immune...

Mental Illness Transcends Demographics



(age,
culture,
ethnicity
and
education)

Let's Talk About it – Because it's the New Normal



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Question #1:

If stress = mental illness today and tomorrow what are the factors that increase stress? Specifically, when thinking of business travel.

Individual:

- Having children
- Level of parental responsibility
- Childcare
- Risk taking behavior
- Existing psychological vulnerability
- **Fear of getting infected with COVID-19**

Social:

- Expectations of socializing
- Increased alcohol consumption
- Decreased exercise and access to healthy food
- **Fear of getting infected with COVID-19**

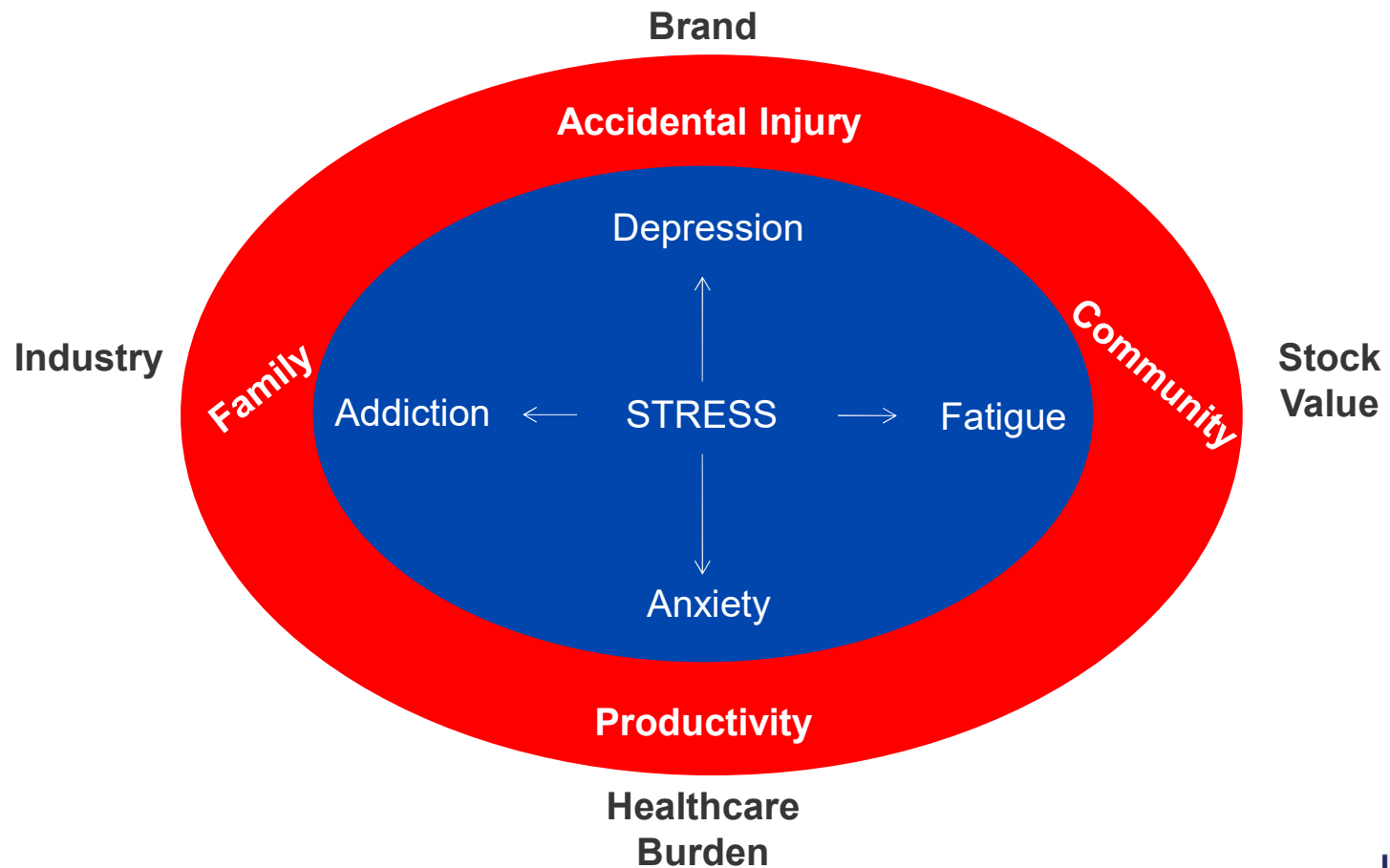
Organizational:

- Increased pressure and workload
- Lack of control over trip
- Hassles like security regulations and flight delays
- Technology enabling 24/7 working
- Risk & safety perceptions
- Lack of work/home boundary and routine

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The Impact of Stress Within the Workforce is Far Reaching



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Why Focus on Stress?

Individual Consequences



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Question #2:

What are the factors that support and facilitate psychological health while traveling?

Individual:

- Time management & planning
- Preventative coping
- Use of travel time to rest
- Personality factors, including engagement with role, enjoyment of travel and adventure, seeing your work as congruent with your self image
- Experience of business travel
- Maintaining a 'home' routine

Social:

- Having formal and informal networks
- Having social interaction & support
- Having spousal support
- Having manager & colleague support
- Regular contact with manager

Organizational:

- Organization provision of support such as travel arrangements, 24-hour support, healthcare, access to business class flights and lounge
- Encouragement of bleisure or time off in lieu
- Support around mental health and wellbeing
- Organizational culture of openness and mental health



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Why Focus on Stress?

Increased Shareholder Value

**Companies that build
a culture of health
yield greater value
for their investors**

**(inclusive of
mental health)**

Source: *The Link Between Workforce Health and Safety and the Health of the Bottom Line*, Fabius et al. *Journal of Occupational and Environmental Medicine*, Vol 55, No. 9, 2013

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Duty of Care and Foreseeable Risk



Mental Illness (inclusive of stress) is a
“FORESEEABLE RISK”

DON'T ASK DON'T TELL

Assume
everyone
is at risk.



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Employers

How Managers can reduce stress at work (whether at home, in the office, or traveling)

- **Consult your employees**
- **Communicate with your employees one-on-one**
- **Deal with workplace conflicts in a positive way**
- **Give workers opportunities to participate in decisions that effect their jobs**
- **Avoid unrealistic deadlines**
- **Clarify your expectations**
- **Offer rewards and incentives**



Question #3:

What are the positive outcomes of business travel?

Individual:

- Work satisfaction
- Work drive
- Empowerment
- Feeling free
- Self confidence

Social:

- Improvement of spousal relationship
- Enhanced parent-child relationship
- Spousal career advancement



Job and travel related outcomes:

- Career advancement
- Wealth/status
- Learning and development
- Connection with others
- Building international networks
- Travel itself
- Feeling productive
- Closing deals/bringing in new business

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28 July 2021 – United States: CDC update

Interim Public Health Recommendations for Fully Vaccinated People

In light of the new surge in COVID-19 cases, predominantly with the more transmittable Delta virus, the U.S CDC have made the following updates to their [“Interim Public Health Recommendations for Fully Vaccinated People”](#).

- CDC recommend: **fully vaccinated people** wear masks indoors if in public settings and in areas classed as [“substantial or high transmission.”](#)
- **fully vaccinated people** can elect to wear a mask regardless of the level of transmission, particularly if they, or someone in their household, are immunocompromised or at [increased risk for severe disease](#), or if someone in their household is not fully vaccinated.
- If exposed to COVID-19 by a suspected or confirmed case, **fully vaccinated people** should be tested within 3-5 days after exposure, and should wear a mask indoors when in public settings for 14 days or until they receive a negative test result.
- CDC recommends **masks be worn indoors at schools** including by staff, students and visitors regardless of vaccination status.

Does Your Organization Have an Incomplete Benefits Package? It's Your Duty Of Care...



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