

# Sawayaka Health Plan for the persons aged 45

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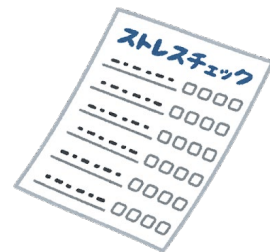
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## About mental health



Q. When the stress check results of the team members are not good, the superiors should do something, such as reducing the workload, but what can we do?  
We would be happy if you could explain this matter again at some occasion.



A. Regarding the stress check results, since the results are personal information, no one other than each person himself/herself of team members will be able to know the results.

Therefore, even if you are their superiors, unless each person of the team members himself/herself makes such request, we are not in the circumstances that we are informed whether his/her stress check results are bad or not, and/or whether he/she is highly stressed person or not.

If you intend any of consideration for him/her as a superior or a co-worker, first of all, it is necessary for him/her to take an action to consult about his/her own stress check results.

Then, if necessary, you can think about how to deal with the situation consulting with the industrial doctor and/or the nurse of their workplaces, etc.



Q. Some people continue to work without realizing that they themselves have mental health problems, though people around them are worried.  
Is there anything people around them can do?

A. We can feel the atmosphere that the person asking this question have strong worry about the health of the person at his/her workplace.  
He/she is requested to be sure to see the link below "About mental health" on the Bosch Health Insurance Society's HP.



【FY2022 Sawayaka Health Plan for the persons aged 35 Q&A】

[http://www.bosch-kenpo.or.jp/member/health/files/sawayaka\\_QA35\\_2022.pdf](http://www.bosch-kenpo.or.jp/member/health/files/sawayaka_QA35_2022.pdf)

We list the supports that can be provided by individuals and the support that can be provided by a team. If you are confused, please let us know. We hope we can think about it together.

# About mental health



Q. In the area of mental health, I couldn't understand the difference between recreation and retreats [(health/wellness) retreats]. I would be happy if you could explain it again at some opportunity.

A. Thank you for your question. Now that you are asking this question, it is likely that you have successfully incorporated self-care into your daily life.

I feel that you have got interested in how to incorporate retreats into this process as well.

Recreation is defined as the self-care aimed at “changing your mood by engaging in sports, traveling, hobbies and entertainment during holidays or leisure time, etc. ”



On the other hand, retreats is the self-care aimed at “healing your tired mind and body by physically getting away from work and daily life” .



You might have thought, if you get away from everyday life, it would be the same as traveling? ”It might be the same thing in the sense of spending time in a place away from home, but the big difference of the retreats would be in spending time relaxing and paying attention to yourself ”rather than ”enjoying by doing something” such as visiting tourist attraction places during the travel, or eating delicious foods” .

Retreats are said to be “a time to return to your true self” .

There are no rules to do for retreats basically, and retreats prepare the time for you return to your true self by avoiding the same things that you do in everyday life including looking at my smartphone or bringing work to home (which can lead to stress), and by having time to slowly face yourself in a quiet environment that is rich in nature as much as possible, your mind and body is healed and recovered.

It is especially recommended to spend time in the forest, and it is said that being exposed to a lot of substances like negative ions and aroma component phytoncides released from trees is effective in reducing stress hormone.



Although there is a difference in the main purposes of recreation and retreats, both contribute self-care for you to reduce daily stress, so don't think too much strictly about their difference, and just think the point which serve your purpose more for you to change your mood receiving the appropriate stimulus, and to spend a time quietly and relaxed away from daily irritable stimulation.

# About mental health



Q. In order for individuals to take stress check results more seriously, utilize them, and use them to prevent depression etc., what should they do?

## A. Utilization ① [As a self-care (tool for awareness)]

Thank you for your paying attention to the use of stress checks. Although we did not mention at the occasion the Sawayaka Health Plan this time, we are offering the opportunity for stress check, once a year, at the business sites with 50 or more workers.

Since it is very difficult to realize the stress which gradually accumulates, so we would like you to use this opportunity to notice the mental signs as soon as possible, and hope that you move to the direction of "protecting your own mind and body" .



## Utilization ② [As a official tool to communicate with workplace]

Regarding the method for individuals to make use of stress check results to prevent the stress accumulation, if the results indicate that you are highly stressed, you can apply by yourself approximately within a month for "the interview guidance by a doctor "to the business site desk of your workplace or to the business site nurse.

After receiving an interview with an industrial doctor, the report regarding the work restrictions and/or considerations will be send from an industrial doctor to your superior. Based on the report, the discussion between your superior and yourself will be arranged ※.



Furthermore, when your stress check results indicate that you are under high stress, it is prohibited that you are made subject to unfavorable treatment (dismissal, recommendation to resign, or position change without the personal consent of yourself) on the reason of your request for the interview guidance by a doctor or on the reason of not requesting. It is also prohibited that you are made subject to unfavorable treatment as the result of the interview with an industrial doctor.

※Procedures differ depending on the business sites. So, please check with your business sites for details.



## Utilization ③ [We support the utilization ① and ②]

So that your workplace move to the direction of preventing mental health disorders, please take a close look at the stress check results and take into account the comments.

If you still think "The results weren't as bad as I expected, but I feel mental pains." , "Though I want my workplace to do something for me, I have feeling that my workplace shouldn't know the fact. , "I have anxiety what will happen if I receive the interview with a doctor. "If you have such concerns, please tell about the results to the consultation desk other than the interview with the industrial doctor (such as the nurse at your workplace, a Kenpo counsellor or external consultation desk such as Kokoro no Mimi).

If necessary, we can also arrange the interview with an industrial doctor afterwards. Please don't keep your worries alone. Please feel free to consult Kenpo councilor about present situation and the future.