



The work careers **of too many** young people are cut short because of depression or other mental health problems.

SUPERVISOR,

this is how you can support young people at your workplace

- Be fair and show you really care.
- Tell them clearly what you expect from them.
- Emphasize that they can come and talk to you on any matter whenever they want.
- Help them to ease the demands they put on themselves.
- Remind them that no-one else is a perfect worker either.
- Make sure they are encouraged to ask.
- Offer them advice even after the actual induction period.
- Ask for their opinion on their workload and work pace.
- Let them present their ideas and fulfil themselves.
- Give them responsibility, as it develops their working skills and adds meaning to their work.
- Give constructive and honest feedback.
- Organise discussions where the young person can tell how they are feeling.
- Ask what they would like to change in the work.
- Emphasise the importance of leisure time for recuperation from work.
- Inform your young workers about the occupational health care services available.
- Discuss their possibilities to do flexitime or part-time work, for example.
- Keep in touch with them regularly when they are on sick leave, but don't press them to return to work.



FELLOW WORKER, this is how you can support your young co-workers to continue working

- Welcome them warmly into the work community.
 - Tell them that they can always ask for advice.
 - Offer your help if they seem unsure.
 - Tell them that everybody has weaknesses.
 - Tell them that you are happy to guide them whenever needed.
 - Ask them for which matters they need more advice.
 - Give them responsibility so they feel that they belong to the work community.
- Give positive feedback for work that is done well.
 - Encourage your young co-worker to be open.
 - In conflict situations, bring up the problem without delay in a constructive manner.
 - Discuss with the young co-worker about matters that support him or her to continue working.
 - Listen to the young co-worker if they want to talk about problems on their own initiative.
 - Respect if they don't want to talk about their problems.

Remember that a young person who suffers from depression

- ✓ wants to be active and useful, while going to work supports that goal,
- ✓ needs stability and hope for the future,
- ✓ does not want any special treatment that would make the conditions at work worse for his/her co-workers.

The recommendations are based on the results of the study "Masennuksen kokeneet nuoret työelämässä" (Young people with depression in working life) (Reports and Memorandums of the Ministry of Social Affairs and Health 2014:25, available in Finnish)