

#WomanExpert'sView

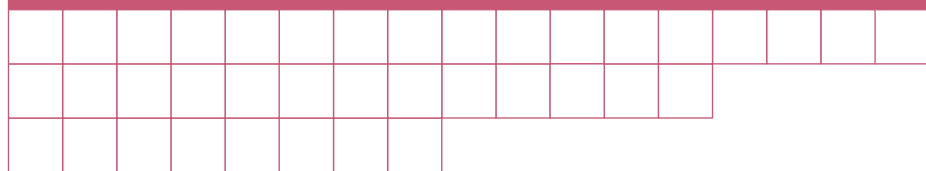
Presenteeism

Does it apply to me?

MARCELA KOŚCIAŃCZUK

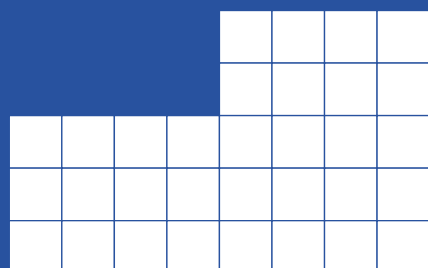
Psychologist and psychotherapist

**MENTAL HEALTH
IN REMOTE WORKING**



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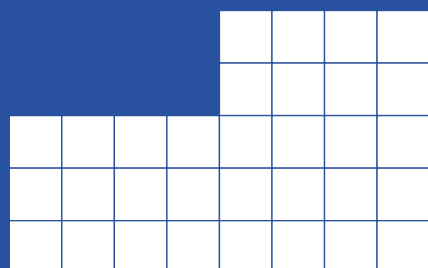
“Presenteeism” (from an English word “present”) means an employee insists on working even when he or she is sick or very tired*.



<https://www.sciencedirect.com/science/article/abs/pii/S105348221830127X> [accessible on 27.07.2023]

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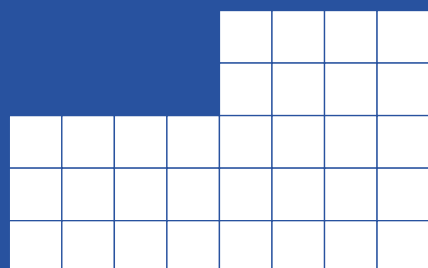
Research shows that working remotely supports presenteeism. Despite our pain, fever or other symptoms we feel obliged to keep working*.



<https://www.frontiersin.org/articles/10.3389/fpsyg.2021.730969/full> [accessible on 27.07.2023]

There may be the following sources of presenteeism*:

- excessive identification with the company,
- fear of losing our job or workplace,
- pressure related to “unchangeable” deadlines.



<https://pubmed.ncbi.nlm.nih.gov/18571821>
[accessible on 27.07.2023]

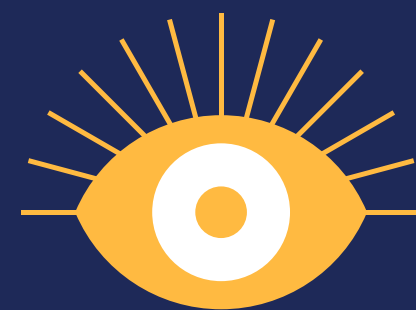
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Presenteeism causes lower employees' productivity and may lead to professional burnout.



?

**What can
you do to
prevent it?**



01.

Ask yourself: “Would I go to the office in my current physical and mental condition?”

If you would resign from working in the office due to your state, it means you need to rest and recover.

02.

Reflect on long-term effects of working when you are sick or during the night.

If you do not pay attention to a regular cold, it can develop into a sickness that will make you rest for a few weeks.

03.

Think about what your purpose is at work and what your values are. Are you there for work or is work there for you?

You can ask yourself: "Will overworking myself really benefit me throughout the next several years?"

04.

Think about what real productivity and efficiency mean to you. Does working when sick really help you be productive and efficient?

Often you can complete the same tasks faster and more efficiently when you're healthy.

05.

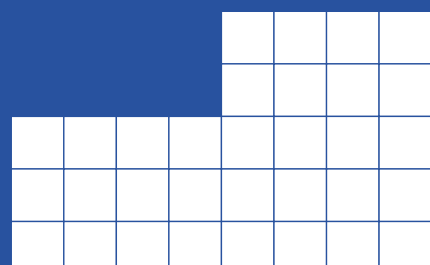
Ask yourself: “What would need to happen so that I can really take care of myself and my health when working remotely?”

Feeling like you're not allowed to go on sick leave may be a sign that you are not in a good place. It may be due to low salary or excessive pressure from your supervisors.

WOMAN EXPERT

Marcela Kościańczuk

I am a psychologist and a psychotherapist.
I work in KOS – The Centre of Development,
Therapy and Education Marcela Kościańczuk.
I am also a habilitated doctor of cultural and
religious sciences. I am engaged in a qualitative
study on relating various phenomena in modern
culture to their psychological aspects.



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