

**Visions:**  
**Mental Health at Work and**  
**Work as precondition of Mental**  
**Health**

**Johan Peter Paludan**

**Where there is no vision  
the people perish**

**The Bible, Book of  
Proverbs, ch. 29, v. 18**

# Intro

- The future does not exist – it has to be created
- The future can't be predicted
- If you haven't got an idea of the future, you can't act
- If you don't know what you want you can't act
- Ergo: the future + values = creating the future
- I give a future, you have the values

# Caveat

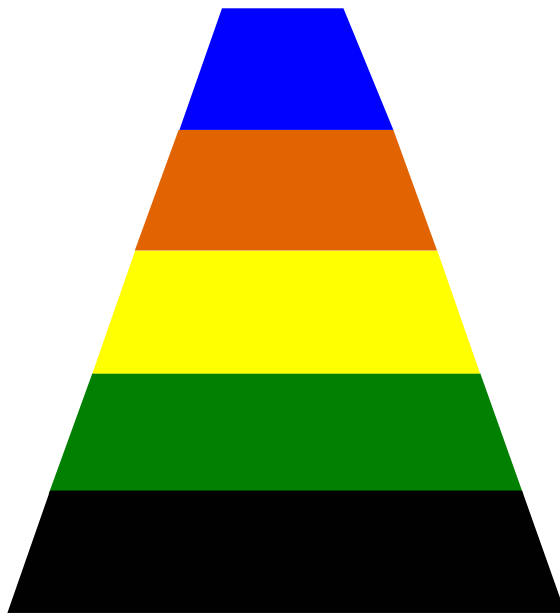
- Focus: the developed world
- 'The material basis conditions the immaterial superstructure' (Karl Marx – as I remember it)
- Translated: different material backgrounds imply different mental health challenges

# Some basics

- There is no lack of work – only lack of paid work
- Material riches changes the setting but does not preclude mental health problems
- The golden triangle in modern society
  - from how to make ends meet to how to make ends meet
- Work is central: a precondition of mental health in modern society

# Maslow's hierarchy of needs

**Traditional**



**Selfrealisation**

**Acknowledgement**

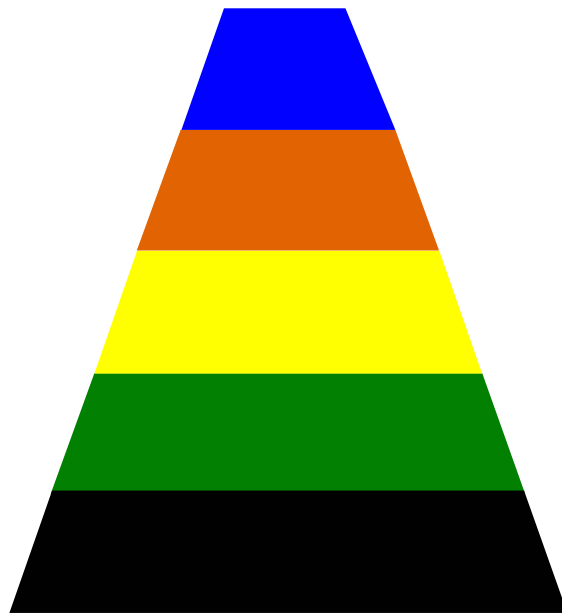
**Social**

**Security**

**Physical**

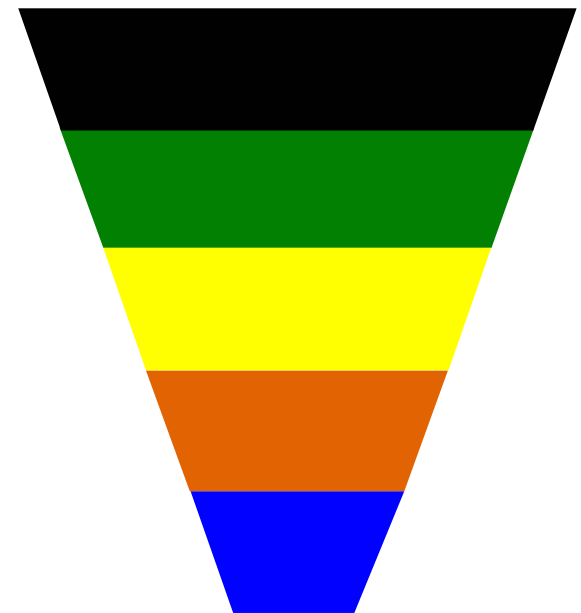
# Maslows hierarchy of needs

**Traditional**

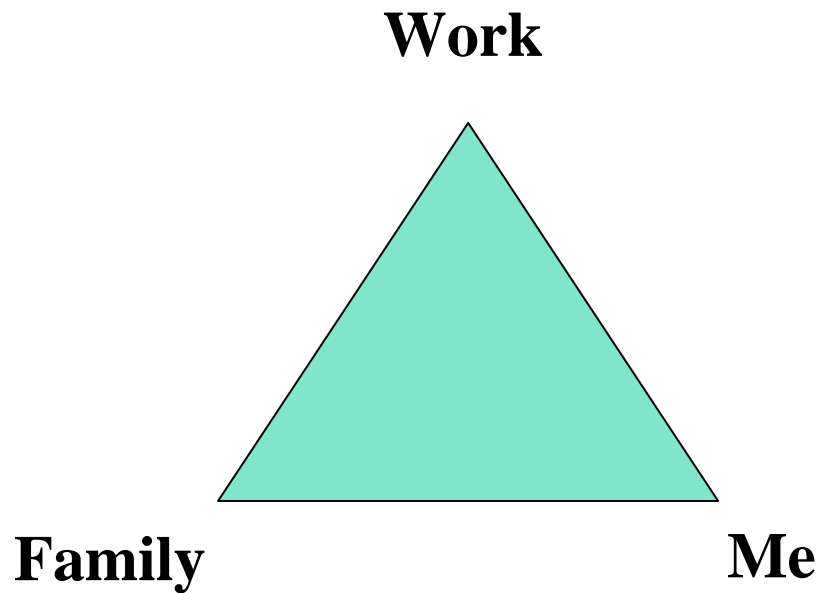


**Modern**

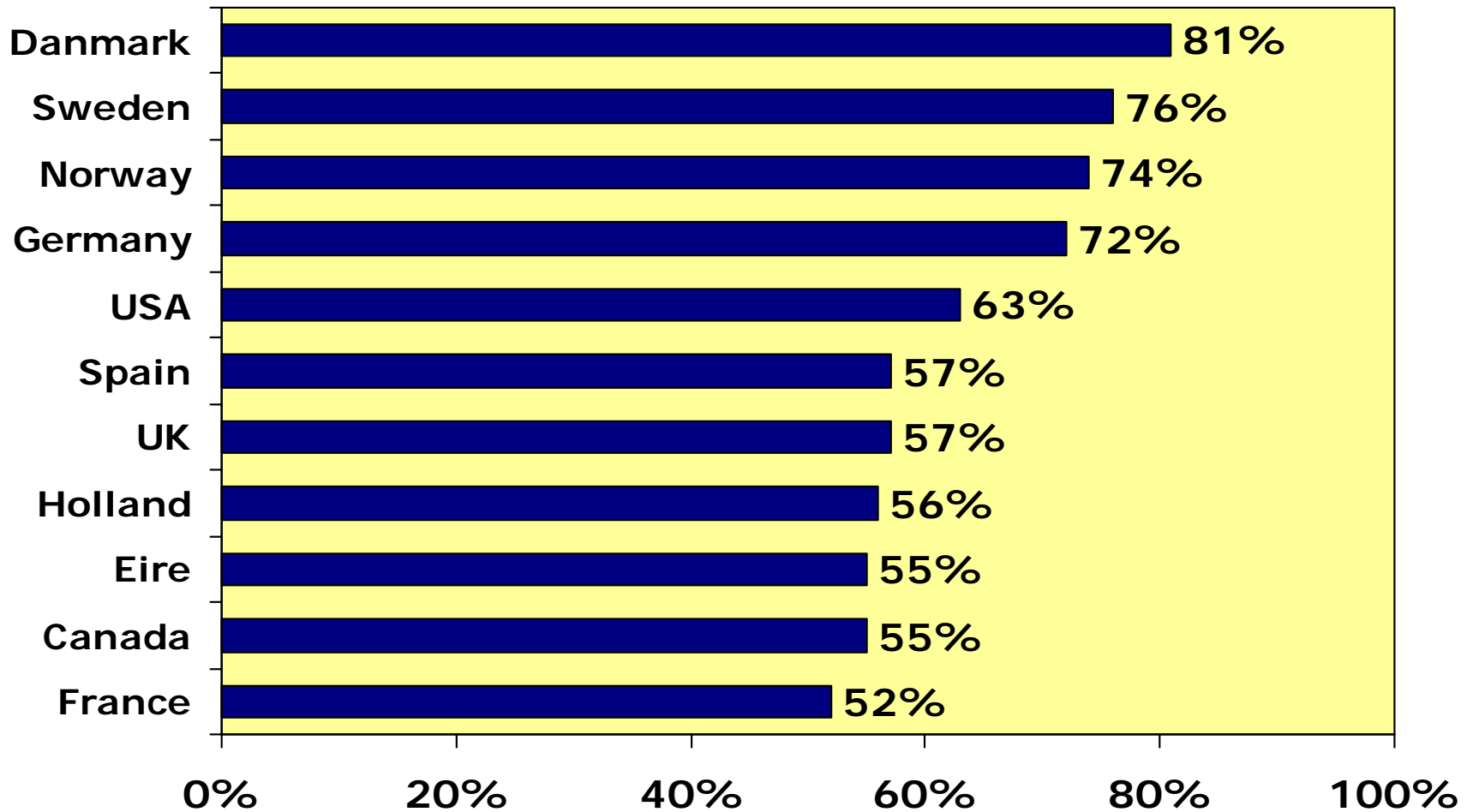
**Selfrealisation**  
**Acknowledgement**  
**Social**  
**Security**  
**Physical**



# The golden triangle



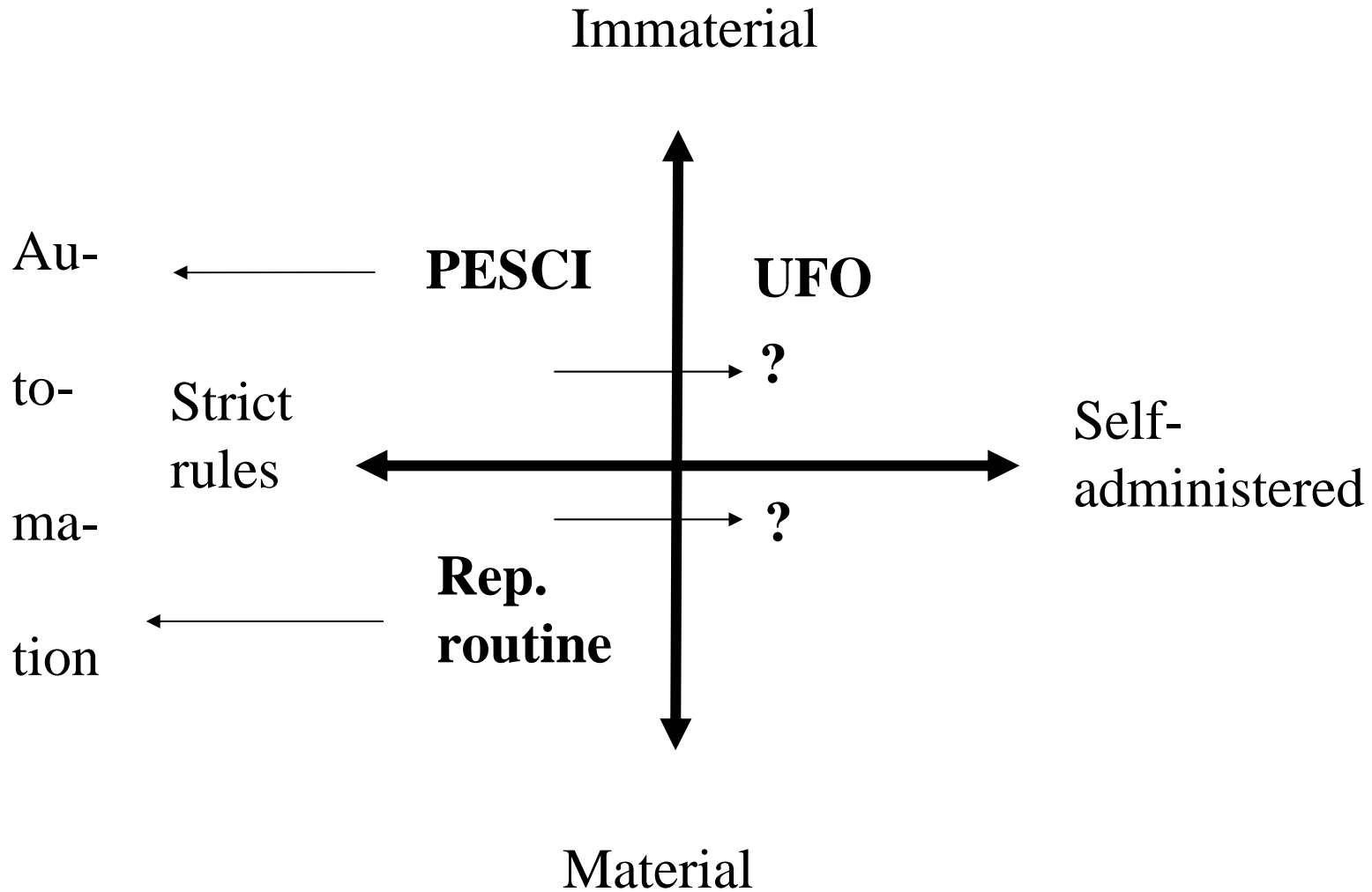
Agree that they would be happy to work even if they didn't need the money.



**Kilde:** 2002-ISSP - arbejdsorientering blandt 18-59 årige

# Workplace typology

- Robert Reich
  - symbol analysts, repetitive routine, service
- CIFS
  - UFO (**U**nspecified **F**loating **O**bjectives)
  - PESCI (**P**ersonal **S**ervice and **C**are **I**ndustry)



# If work is a precondition of mental health

- A challenge for productivity oriented modern societies
- Will we have to change the definition of work?
- Or will the 'greying' of modern societies solve the problem?

# Better mental health at the workplace

- UFO's: know thy self
- PESCI: to be changed in UFO-direction
- The modern workplace: decent wages, survivable working conditions ++
- Training in living with insecurity in a modern 'runaway' world.
- In the long run: living without work?

# Create value

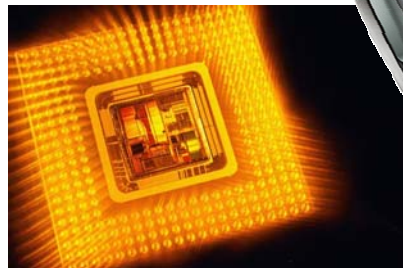
What is the meaning  
Of the things you do?

# Meaning

# Solution

# Product

# Technology



# Scarce resources in the Dream Society

## ARE NOT :

- Information
- Products
- Channels
- Opportunities
- Satisfaction
- Good Stories

## ARE :

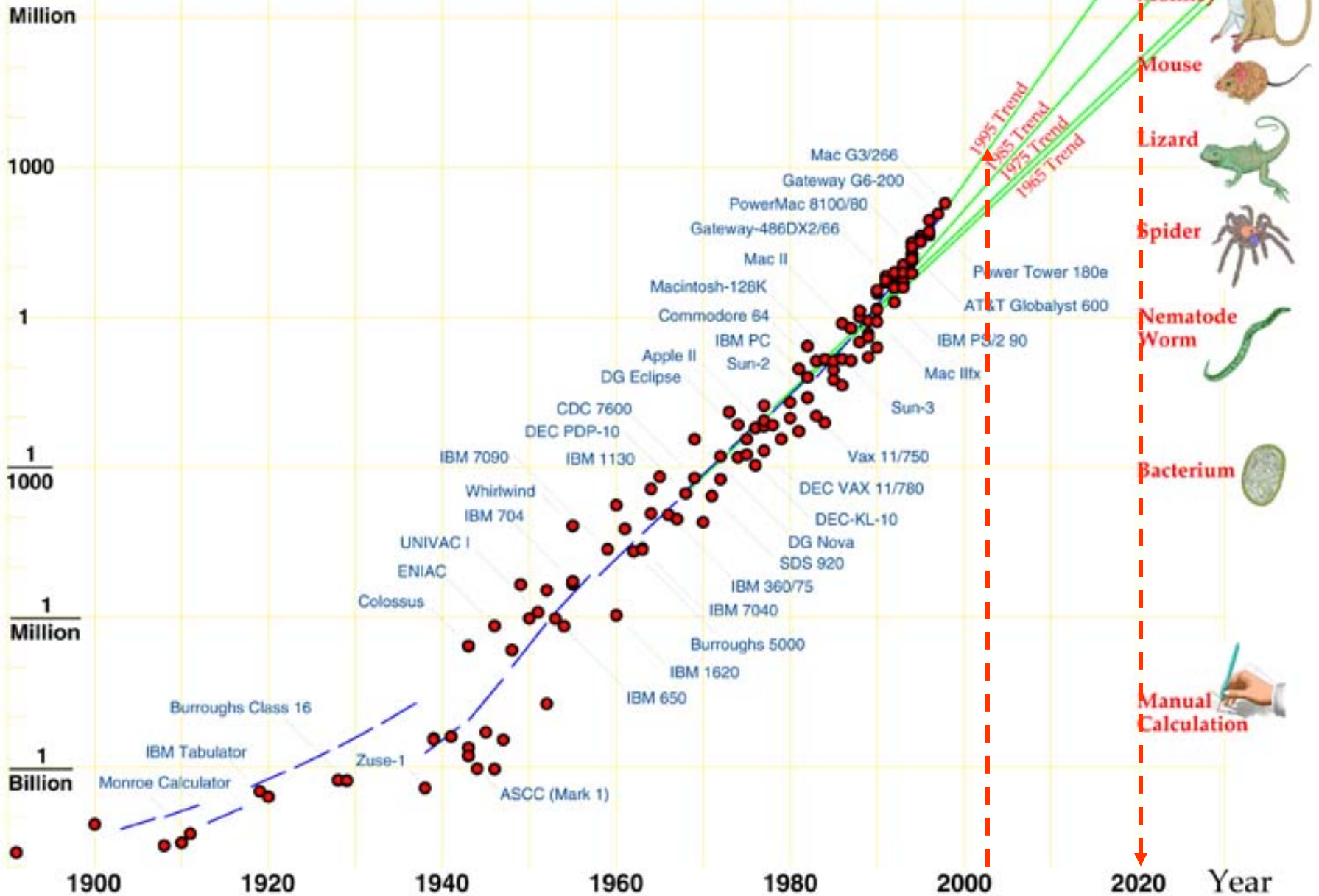
- Attention
- Care
- Genuine interest
- Time
- Trust
- Meaning

# TO BELIEVE & TO BELONG

# Evolution of Computer Power/Cost

## Brain Power Equivalent per \$1000 of Computer

MIPS per \$1000 (1998 Dollars)



**For a better Future**

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