



International  
Labour  
Organization



ДЕРЖ  
ПРАЦІ

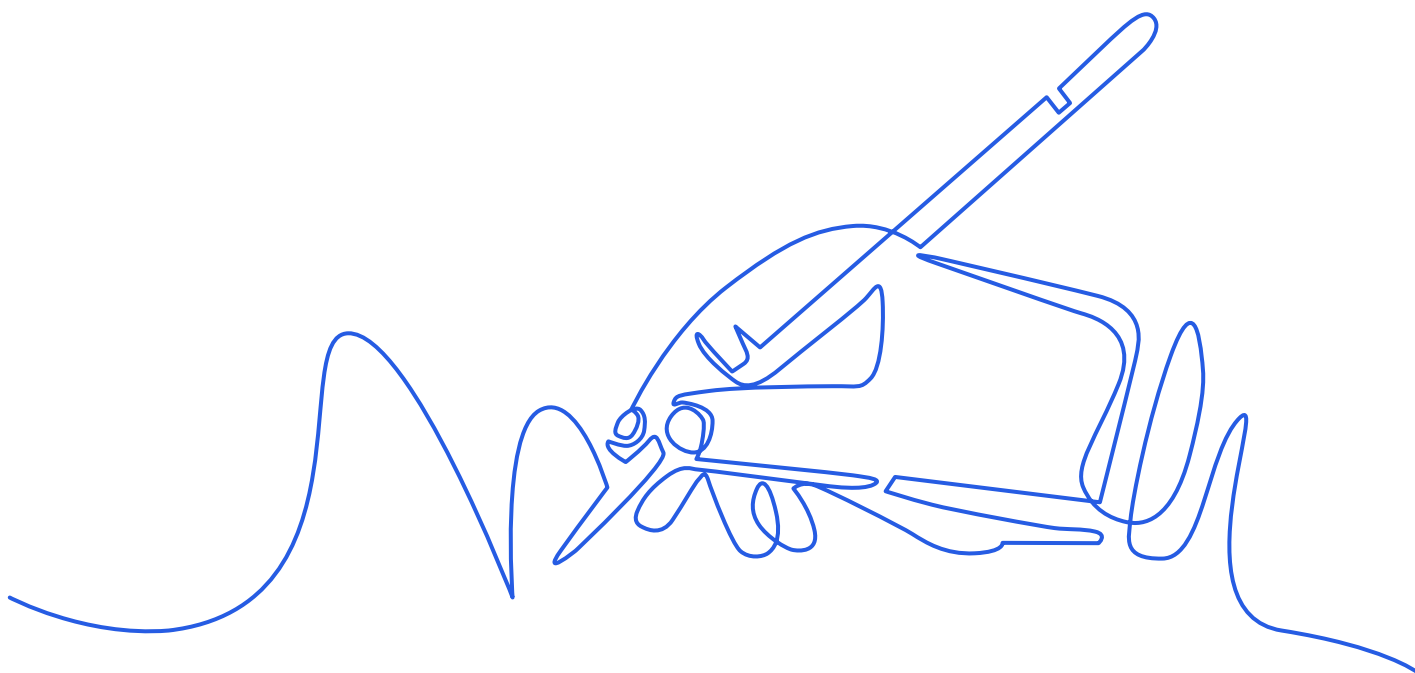


MOVING FORWARD  
**TOGETHER**

## **With care for yourself and everyone**

Programme of psychosocial support  
at the workplace in war and post-war times

# **Questionnaire for assessment of staff's psychosocial needs**



Information toolkit on psychosocial support at the workplace in war and post-war times



Dear colleagues, we ask you to answer questions in this questionnaire. Your mental well-being is our priority. During war and in post-war time we can have different psychological and social issues. We seek to provide effective psychosocial support to everyone in need of it. We want to understand your psychosocial needs in this difficult time better. Your answers will help us assess what measures and adjustments we can implement in our organization to help you address your immediate problems and stay resourceful. Your participation in this survey is an important part of creating a psychologically safe and healthy working environment. Thank you for all your work, empathy and resilience in this extremely hard time!






Your participation in this survey is voluntary and anonymous.

## ► Instruction

Choose one or more answers from the options suggested in questions and/or write your own version.



► **1. Rate your stress level for the past week on the scale from 1 to 5.**

- |  |   |
|--|---|
| <input type="checkbox"/> 5 – stress level is very high |  ——— |
| <input type="checkbox"/> 4 – strong stress             |  ——— |
| <input type="checkbox"/> 3 – moderate stress           |  ——— |
| <input type="checkbox"/> 2 – low stress level          |  ——— |
| <input type="checkbox"/> 1 – no stress                 |  ——— |

► **2. Have any of the symptoms described below appeared during the past week? Tick all the symptoms that you have noticed in your body, emotions and behaviour, which had not been typical for you before.**

- ☐ Physical health problems (pain, loss of appetite, difficulty sleeping, permanent fatigue, etc.)
- ☐ Abuse of alcohol and/or uncontrolled use of medicines
- ☐ Uncontrolled aggressive physical and/or verbal reactions toward relatives and colleagues; conflict
- ☐ Frequent mood swings; constant feeling of fear, anxiety, guilt, apathy, etc.
- ☐ Attention focusing problems, lower productivity, more frequent errors in work)
- ☐ Feeling of permanent suspiciousness toward everyone
- ☐ Losing interest in everything, avoiding social contacts, detachment
- ☐ Suicidal thoughts and attempts
- ☐ Absence from work because of stress or fatigue
- ☐ No such symptoms
- ☐ Other (please indicate): .....



► **3. Do you feel any support at your workplace?**

You may tick several options.

- ☐ Yes, on the part of the management
- ☐ Yes, on the part of my colleagues
- ☐ No

► **4. What kinds of support for staff have you already used at your enterprise or would use when necessary if such resources were available? You may tick several options.**

- ☐ Financial assistance
- ☐ Health insurance covering not only medical but also psychotherapeutic services
- ☐ Free or preferential psychological counselling or psychotherapeutic sessions
- ☐ Safety trainings (how to behave during shelling, chemical attack, under debris, in occupation, etc.)
- ☐ Mental health support trainings (stress management; how to prevent panic, mitigate anxiety, recover and stabilize oneself emotionally, etc.)
- ☐ Training on prevention of emotional and professional burnout
- ☐ Family-related trainings (war and relations in the family; how to support a child; how to survive a loss)
- ☐ Trainings for managers (how to recognize early signs of psychological problems in workers and respond to their social needs; how to talk about mental health and support the work team, etc.)
- ☐ Free and preferential access to fitness and dancing classes, massage, etc.
- ☐ Separate arranged space (room) for rest and psychological restart at the workplace, and an opportunity of using it in working hours



- ☐ Corporate events (joint meetings with colleagues outside working hours)
- ☐ Supporting colleagues who are IDPs, those having children or being pregnant, those with disabilities, those serving in the Armed Forces of Ukraine, those having had losses, those being volunteers
- ☐ Internal chat (Telegram or Viber) for obtaining useful information as regards mental health support with an opportunity of asking questions
- ☐ Other (please indicate): .....

► **5. Indicate the form most convenient to you for informing of your psychosocial needs? You may tick several options.**

- ☐ In a private talk with your direct supervisor
- ☐ In a private talk with a trusted person at the enterprise (e.g. an HR manager or authorized person for safety and health, a corporate psychologist)
- ☐ Via the enterprise hotline
- ☐ Via the proposal box
- ☐ By means of an anonymous survey
- ☐ Other (please indicate): .....



► **6. Do you need knowledge and skills on how to support a person effectively when he/she shows panic, hysterics, apathy, fear, stupor, crying, aggression, and other acute stress responses?**  
You may tick several options.

- ☐ Yes, I need such training
- ☐ No, I know what to do and how to talk to a person in situations like that
- ☐ Such training must be provided to structural unit managers
- ☐ I think there should be persons among colleagues at the enterprise who have taken a training on provision of psychological first aid and know how to support
- ☐ I think that psychological first aid can only be provided by a psychologist, therefore there should be one directly at the enterprise

► **7. What are our proposals on improving psychosocial support of workers at our enterprise?** You may tick several options.

- ☐ There should be an appropriate support programme
- ☐ Supporting activities within this programme should be carried out on a continuous basis and systematically rather than as one-off actions
- ☐ There should be a coordinator (coordinators) of such a programme and a "supporting group of colleagues"
- ☐ Structural unit managers must stay in permanent touch and be open to workers' proposals and observations
- ☐ It is necessary to carry out monitoring, communicate with workers, and receive their feedback
- ☐ Other (please indicate): .....



► **Thank you for your answers!**

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