Poor psychological health for OTs: Contributing Factors B
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Psychological Health and Safety in the Occupational Therapy Workplace

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This video examines how contributing factors such as stigma, personal expectations, work addiction, and decreased control can lead to poor psychological health in OTs.

By examining Bos, Pryor, Reeder & Stutterheim's model of stigma, the companion video defines the different types of stigma and how they are interrelated, and the explicit and subtle ways stigma can be presented (2013). Stigma is important to examine, as it can lower a person's self-worth, and prevent someone from seeking treatment for mental health. The companion video will briefly examine how stigma can discourage workers from asking for help, and discourage co-workers from reaching out to help.

Personal expectations refer to a person's own expectation of what they should be doing. This may interact with external expectations. By examining Moll's article "the Web of Silence", the companion video discusses how barriers, such as the ethos of professional competence, may prevent health care providers from seeking help, and how that may lead to an attitude of intolerance for workers who are struggling (2014). Unrealistic personal expectations can lead to frustration at being unable to reach one's personal goals, work addiction, and burnout, which can be detrimental to psychological wellbeing.

The companion video examines how decreased control can relate to burnout. It looks at how unrealistic external demands can lead to burnout, as well as the inability to say "NO". It also looks at how the push for OTs to work outside their professional domain can affect professional resilience, by examining Ashby, Ryan, Gray, and James research on professional resilience (2013). Coping strategies for dealing with decreased control in the workplace are examined, with an emphasis on Gupta, Paterson, Lysaght & von Zweck's article on burnout (2012).

Work addiction is often perceived as a positive trait in the workplace, but it can upset work/life balance, leading to burnout. The companion video looks at work addiction from the perspective of Karlsson's article, "Work, Passion, and Exploitation" which explores whether the individual is controlling their work passion harmoniously, or is being controlled by addiction (2015). Furthermore, it examines the components of a work addiction, how it presents, and how it differs from just "working hard".

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