

# Camunda's approach to emotional well-being

Your emotional well-being matters and this page is set up to define what emotional well-being awareness looks like at Camunda and how you can take care of yourself and your team.

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Nastasja Johnston

In a remote environment, it can be challenging to notice emotional strains and signs can easily go unnoticed. At Camunda we encourage everyone to be mindful of their own as well as their colleagues' well-being.

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## What Camunda can do

### Company Culture

Camunda strives to create a safe and inclusive workplace. This is rooted in initiatives such as [Diversity, Equity & Inclusion \(DEI\)](#) as well as in our [anti-harassment policy](#).

We carefully invest in social interactions such as the [Company Retreat](#).

All this is with the aim to build a company culture that is supported by and reflects our [FAITH Values](#).

### Benefits and Perks

Employee benefits and perks are important, because they provide better experience for employees and increase satisfaction. While salary is important, other forms of compensation, whether they be benefits or unique perks, can often be even more effective to recruit and retain talent.

Benefits and perks aim to improve the quality of our employees' lives, are crucial for a positive employee experience and can be a key competitive differentiator. A good set of employee benefits and perks at work help employees to stay happy, and a happy team tends to be more productive and creative.

Camunda's current benefits and perks can be found [here](#).

### Awareness and Enablement

At Camunda, we aim to eliminate the stigma that still exists around many mental health disorders. We do this by including mental health awareness in our event calendar (e.g. [Well-being Workshops](#)) as well as creating a culture that supports colleagues to talk about their experiences openly and without fear.

At the same time we aim to enable and educate our employees and leaders on the signs of emotional well-being and how to support team members and colleagues. Read on below for what you can do as well as what teams and managers can do.

## What you can do

In a remote setting you work alone most of the time. But that doesn't mean that you are alone at work. You do have colleagues that are available and can be easily contacted especially when you feel as if things are getting too much, you are stuck or feel like you are losing control.

Camunda also has the [People and Organization Team](#) to support you as well as the [Trusted Representative](#).

### Signs to look out for

Be mindful and keep an eye out for warning signs that indicate that you might be struggling with your emotional well-being.

These can include:

- Feeling sad or down
- Confused thinking or reduced ability to concentrate
- Excessive fears or worries, or extreme feelings of guilt
- Extreme mood changes of highs and lows
- Withdrawal from friends and activities
- Significant tiredness, low energy or problems sleeping
- Detachment from reality (delusions), paranoia or hallucinations
- Inability to cope with daily problems or stress
- Trouble understanding and relating to situations and to people
- Problems with alcohol or drug use
- Major changes in eating habits

- Sex drive changes
- Excessive anger, hostility or violence
- Suicidal thinking
- Physical problems, such as stomach pain, back pain, headaches, or other unexplained aches and pains

(Source: <https://www.mayoclinic.org/diseases-conditions/mental-illness/symptoms-causes/syc-20374968>)

If you feel that any of these symptoms apply to you, reach out to your colleagues, health care provider or [mental health charities](#).

## Preventative measures

According to the Mental Health Foundation, UK's leading charity for mental health, these are some of the measures you can take to prevent problems with your emotional well-being:

- Talk about your feelings
- Get a good night's sleep
- Eat a balanced diet
- [Exercise regularly](#)
- [Practice mindfulness](#)
- Keep in touch or reach out to friends and colleagues
- Care for others

(Source: <https://www.mentalhealth.org.uk/explore-mental-health/a-z-topics/prevention-and-mental-health>)

There are other job-related suggestions to improve your emotional well-being:

- [Take time off](#).
- Schedule and take regular breaks during your work day.
- Remove Slack and email from your smartphone or at least turn off notifications.
- Set boundaries between work and home. ([Co-working Space Rental](#))

## What colleagues and managers can do

Managers and colleagues play an important role in recognizing when their reports or team members are emotionally unwell.

Noticing signs of emotional strains in a remote setup can be difficult. It is important for all Camundos to be mindful and recognize [signs and behaviors](#) that might point to their colleague's struggles as well as leading by example and practicing preventative measures themselves.

The following is a list of actions that managers and colleagues can demonstrate to support their colleagues:

- Create a safe environment where everyone can speak up and openly address issues related to their emotional well-being.
- Encourage time off and [take time off](#) yourself.
- Lead by example and remove email and slack from your phone when you are off.
- Encourage and participate in [team building](#) activities.
- [Recognize](#) and celebrate achievements.
- Offer and take part in [coaching](#).
- Remind colleagues of available [emotional well-being resources](#).