

Useful for Employers

WHEN EMPLOYING YOUNG PEOPLE WITH MENTAL
PROBLEMS



PROJECT **LIKE**

*“Life investment is the
key to employment”*

Project Index No: 2017-1-086

This project is funded by Iceland, Liechtenstein
and Norway through the EEA and Norway
Grants Fund for Youth Employment.

www.eeagrants.org

Implemented by:



Bulgaria



Latvia



Hungary



Italy



Norway



Iceland

How to work with people with mental problems

Research shows that people with mental illness have desire and are able to work. However, their unemployment rate remains too high. Employer stigma is usually the reason why mentally ill people fail to integrate into the labor market.

Mental disorders may include:

- Problems that affect the way of thinking (e.g. schizophrenia)
- Problems that affect the way a person feels (e.g. depression)
- Problems that involve potentially harmful behaviors (e.g. eating disorders)

Why we should keep people with mental health problems on our team?

- When hiring such, employers use preferences
- Employers who hire such people have significantly fewer turnover problems
- This category of people develops compensatory skills that are not part of the skills of the average worker
- They have significantly lower requirements

Accents for achievement of maximum performance and comfort

- Task definition approach
- Giving an objective final assessment of the work done
- Allowing acceptable deviations from the rules
- Maximum clear explanations and a normal tone when having a conversation
- Patiently waiting for the worker to speak without finishing his thought