

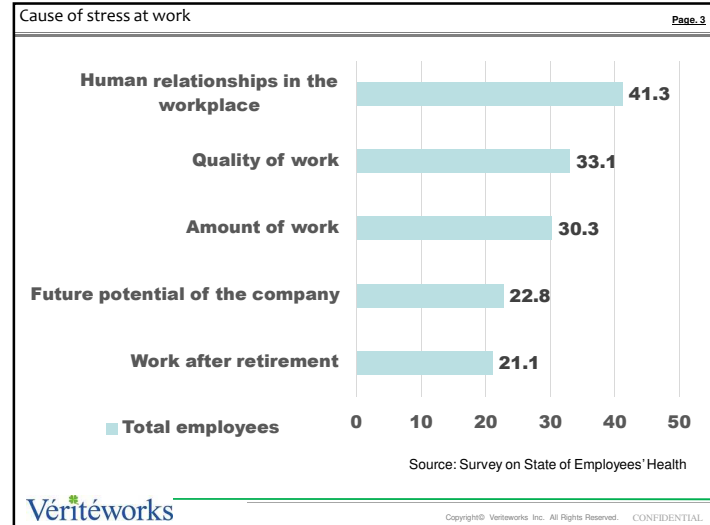
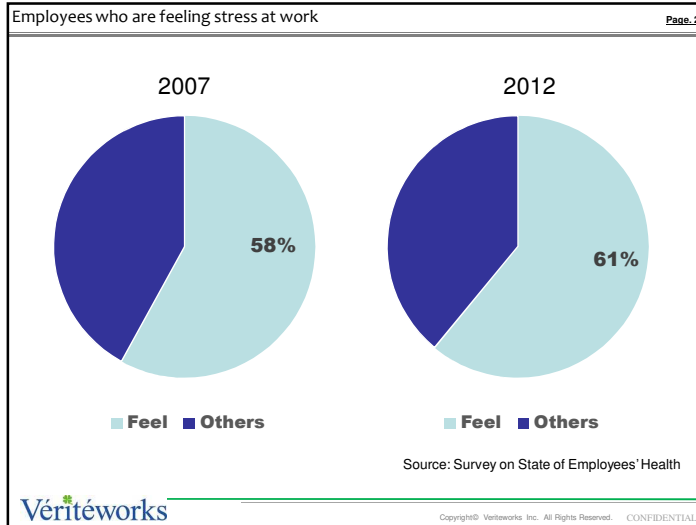
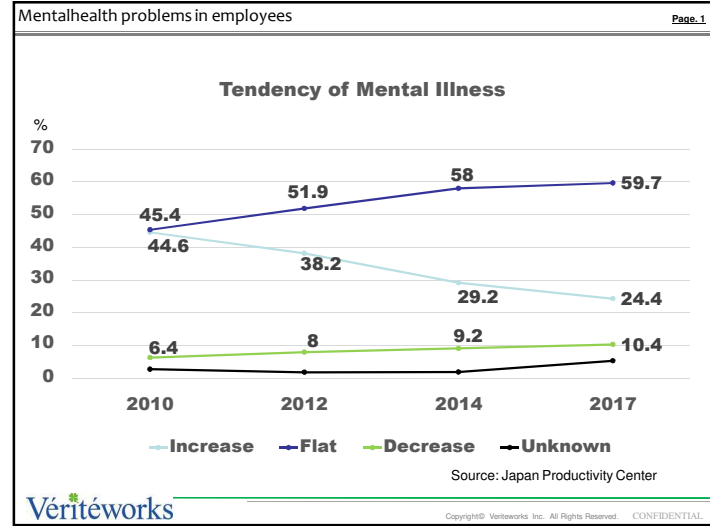
What is the “integration of mentalhealth care and career support” required of business companies?

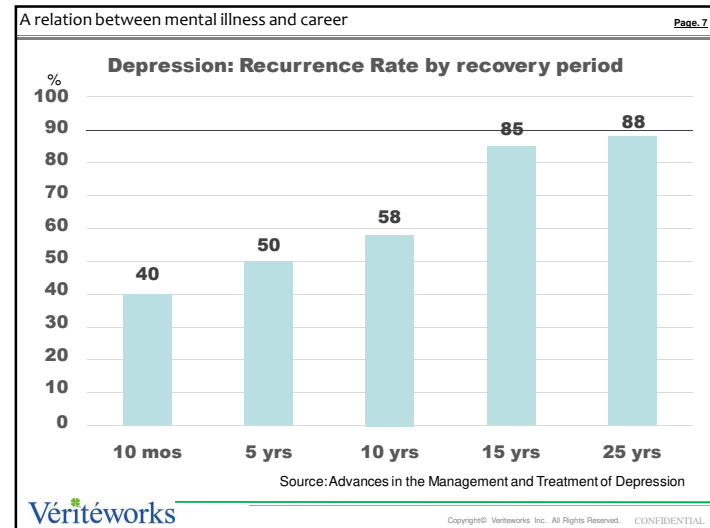
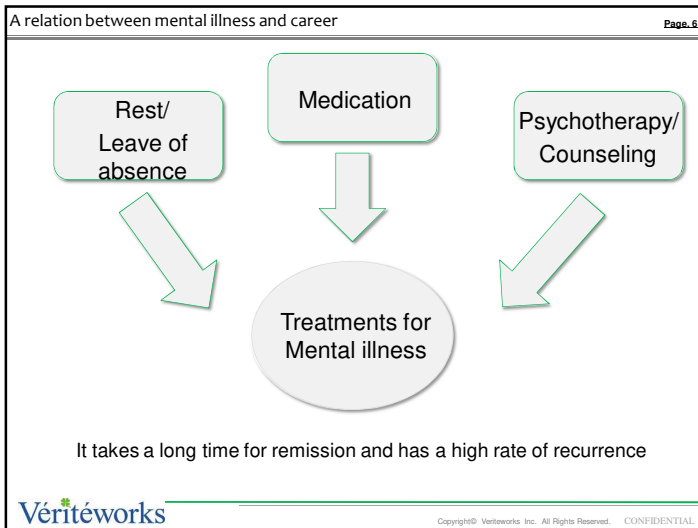
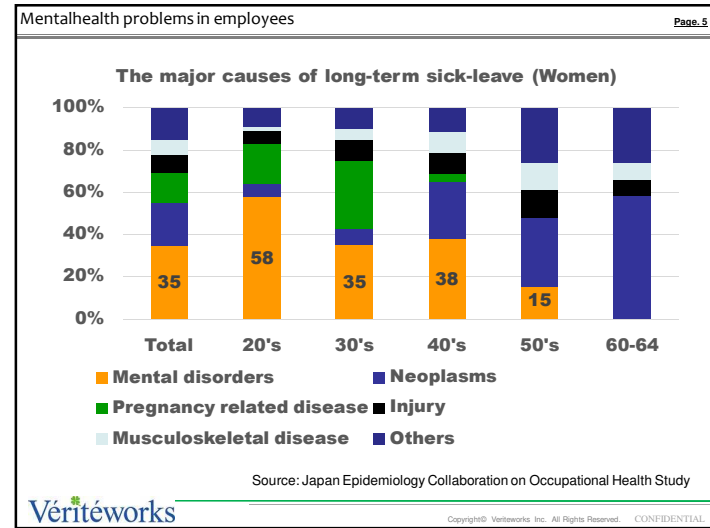
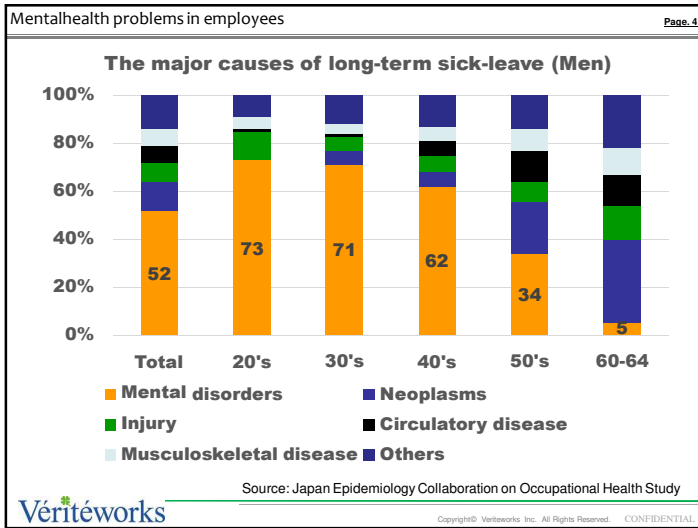
Momoko Asaka
CEO at Veriteworks Inc.
Tokyo, Japan

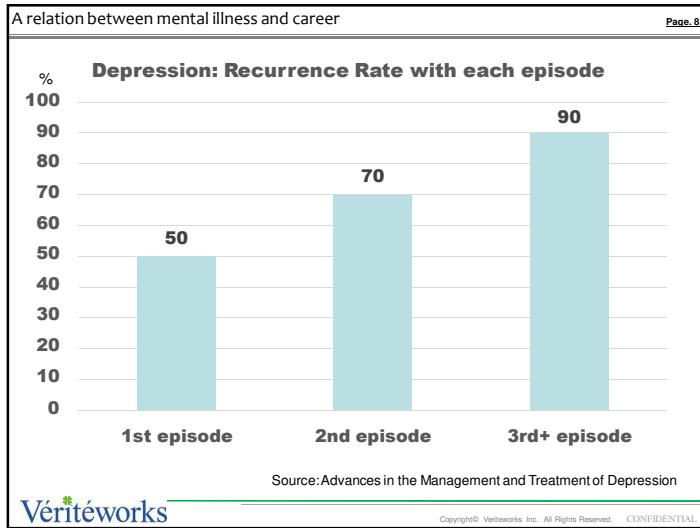
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A relation between mental illness and career Page.9

There are many people facing difficulties with their careers

Interruption of work due to such leaves;

- becomes a big psychological distress
- strengthen a sense of frustration, anxiety
- negatively labeled as “persons who cannot be trusted with important work”

↓

It is important to implement integrated support from both sides

Mentalhealth support
(medical)

+

Career support

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Case Study Page.10

Client A : 45-year-old male as an IT engineer

3 years ago he has transferred to the present place of working. His previous place of work was from the same kind of business therefore his working experience was quite long.

Due to the staff reassignment in May, he asked for a promotion to a managerial position, but unfortunately, his request was rejected.

Given his personal pride due to working hard for 3 years after mid-career hiring, this result was quite disappointing. Later he became stressful day by day and his mood fell down causing sleepless nights.

He was advised by his boss and came to consult with a career counselor on a company contract.

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Case Study Page.11

His primary complaint :

He could not accept that he could not be promoted to a managerial position. He can not see the direction of career in the company in the future which makes uneasy his further career making.

After career counseling :

While counselor accepted and evaluated Mr. A's hard work so far, he could calm down and admit he was overwhelmed with career ups for all this time.

Eventually he could understand that getting to the managerial position has become the main goal in making his career, so at first he could reconsider the meaning of the current job and whether working with full power could eventually become a closest way to career development he aimed at during the counselling period so his depressed mood gradually went away.

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Make the use of career counseling room Page.12

Consultation on mentalhealth is considered to have a high hurdle in Japan.


There are many people thinking that

- I do not want to be considered a weak person
- I should solve the problems by myself without depending on people

Through counseling to a career counseling room with a lower threshold than mental health, we can

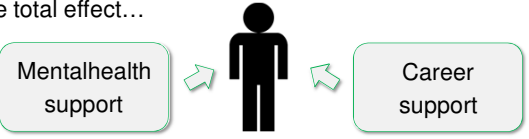
- find mental health disorders early
- take appropriate measures

It not only solves career problems but also has the merit of leading to recovery of mental aspects such as motivation and willingness to proceed further.

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Make the use of career counseling room Page.13


The total effect...



is considered to be great

For that purpose;


- Establishment of a career counseling room (contract counselor) for companies
- It is necessary to aim at skill up of career counselor (to have minimum knowledge that does not overlook mentalhealth malfunction)

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Page.14

Thank you for your attention!
謝謝你的聆聽

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