

#Mental Health for a diverse workforce



Many employers have as part of their benefit package extended healthcare that included counselling. These counselors are trained in a standard typical approach which is based on western medicine and scientific approaches.

Do psychological disorders manifest themselves in the same way all over the world?

It depends on the cause for the disorder: the more it is related to physical, the biological components, the more they are alike and the more they express itself alike in various cultures.

Examples are bi-polar disorder or schizophrenia, this means, delusions are common in all cultures, but even here, tight to the cultural background, the delusions themselves are culture specific.

In contrast to this depression is experienced in quite different ways in western societies compared to eastern cultures.

As depression is a more prevalent disorder it must be addressed by counselors more often than other problems. So, the question arises: does the counselor have the training to interpret and approach the depression in different ways, in ways that are embedded into the cultural background.

The same applied for grieving and for the stress related to care for terminally ill family members.

The issues related to stress in close relationship and how to raise children are equally socially embedded and heavily dependent on social norms and value systems. Here again it is important that counselors are intoned to the cultural norms of the person who seeks help.