



The Ukrainian experience

Working under stressful conditions and
uncertainty

19-JUN-2024

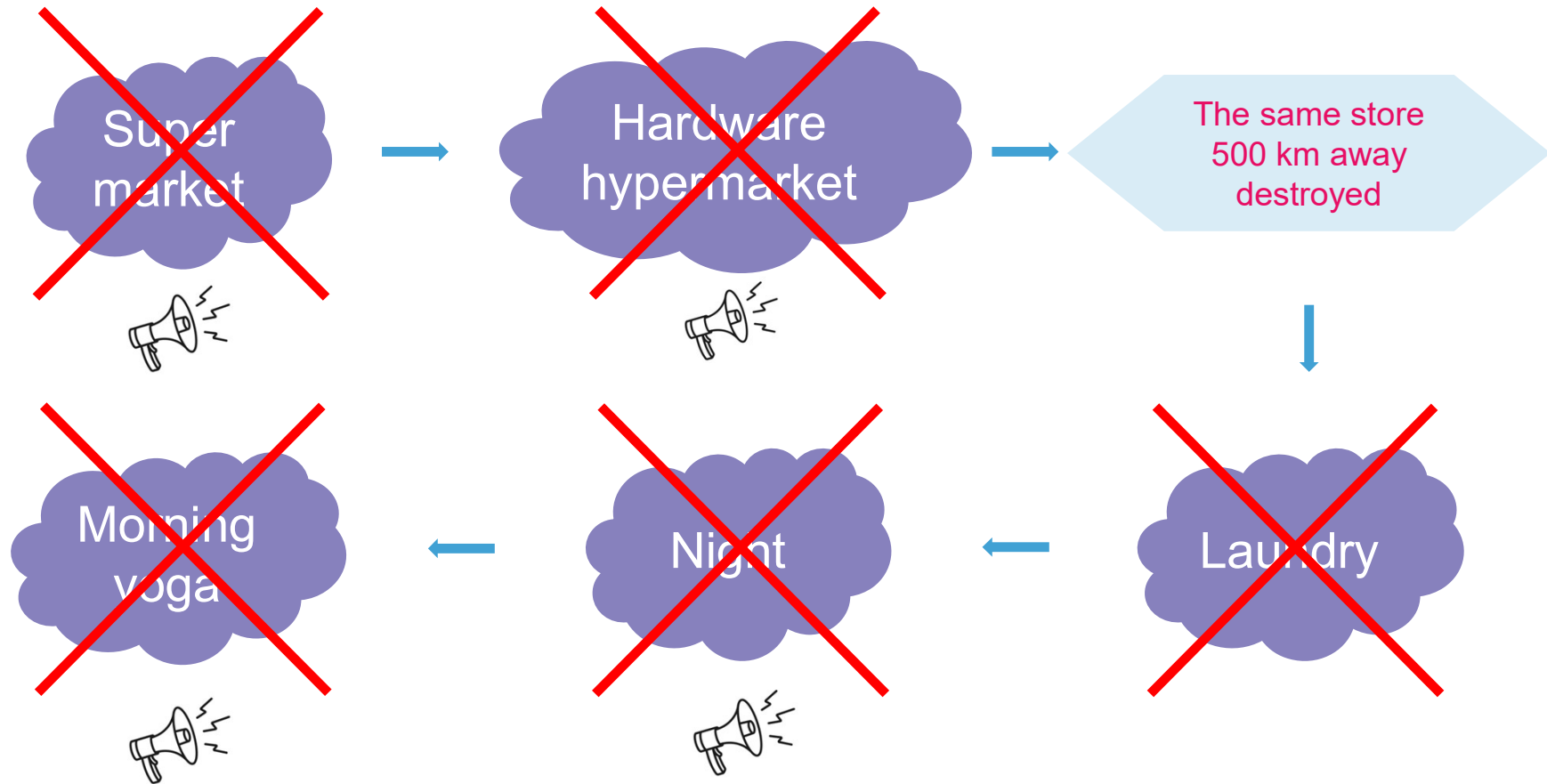




In a Ukrainian's Shoes

Typical daily worries

Typical daily worries

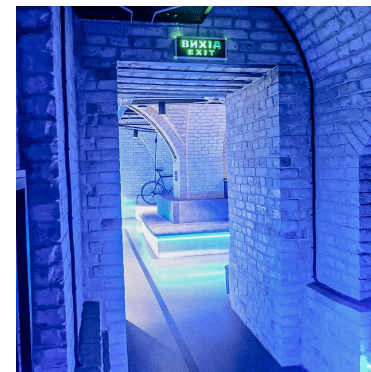




Impact on Work

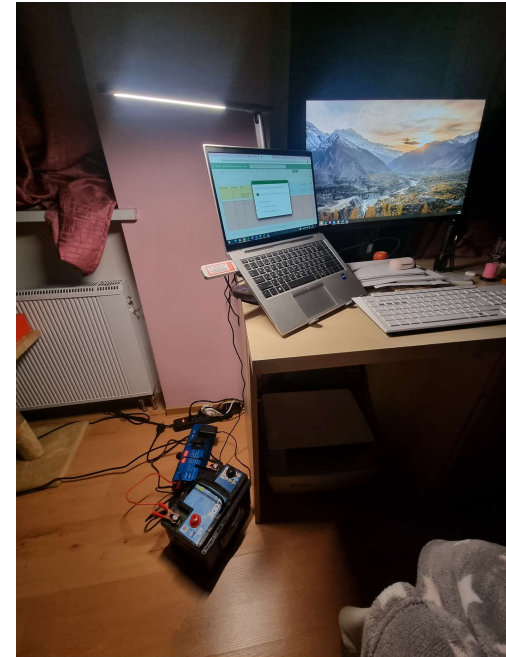
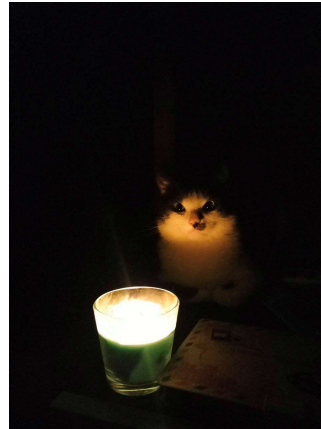
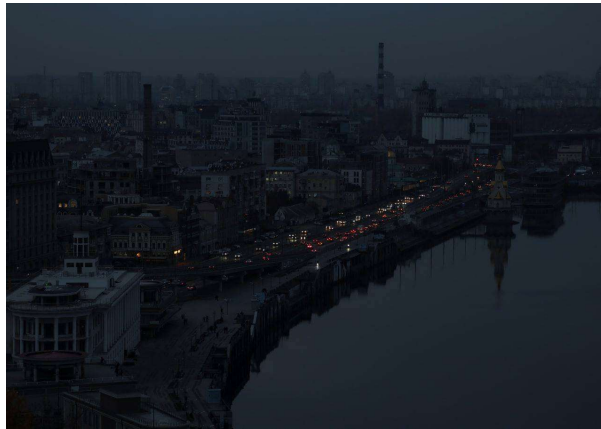
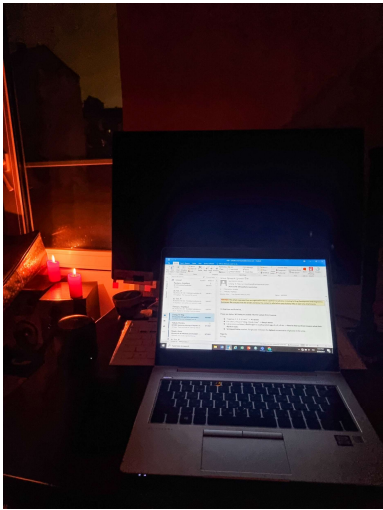
IMPACT ON LIFE AND WORK

Situation 1 – alerts at the desk, working from shelters



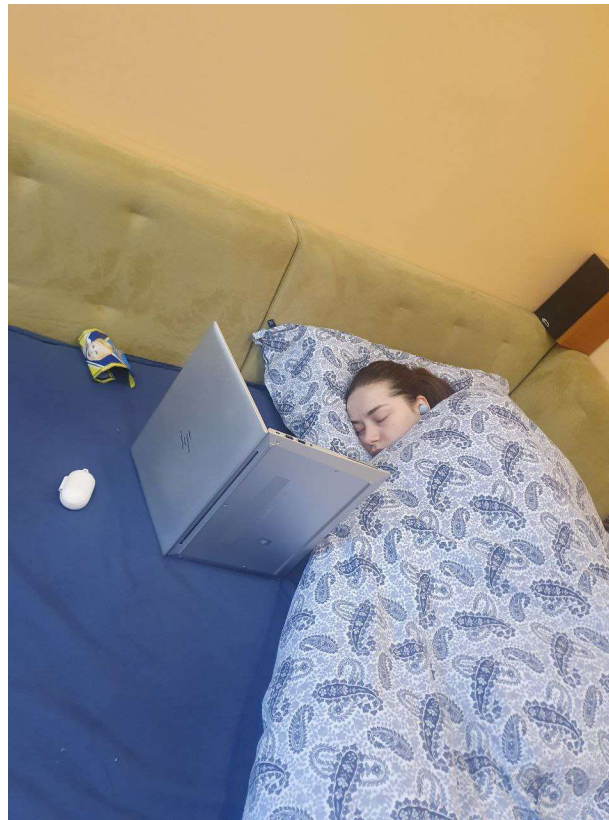
IMPACT ON LIFE AND WORK

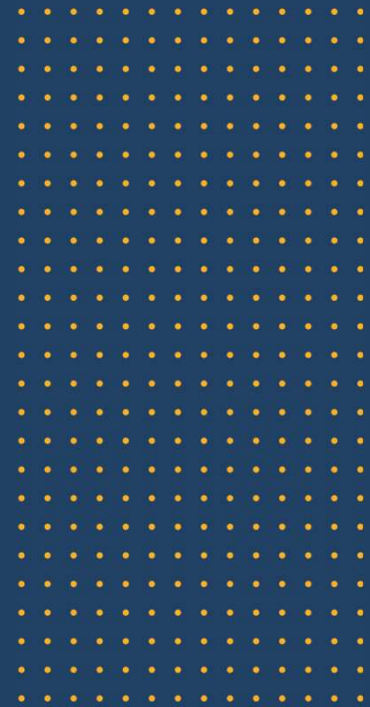
Situation 2 – working from home – blackout



IMPACT ON LIFE AND WORK

Situation 3 – meeting after missile attack at night

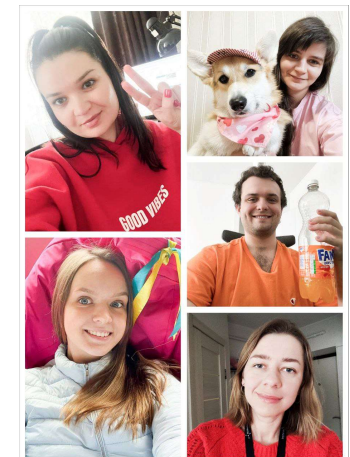




Veramed Support

Veramed support - Actions

- Loyal attitude from Veramed management and sponsors
- No staff reduction
- Offices with electricity, internet, heating, water, shelters
- Flexibility in working hours and place
- Power banks, mobile hot spot
- ‘Compulsory leave’ and ‘unable to work’
- Employee-oriented environment





Tips and Tricks

Being happy as a Ukrainian Veramedder

Low energy and overcoming a difficult situation

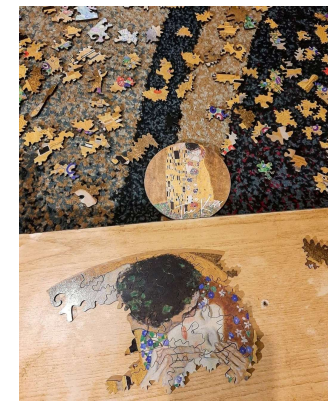


*Any standard and predictable rituals every day,
anything you have control over and can
complete.*

TIPS AND TRICKS

Calm

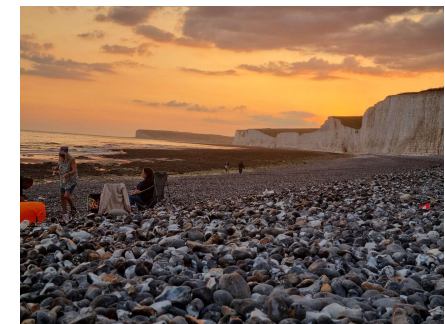
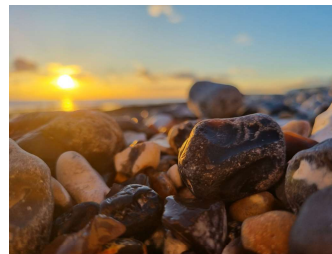
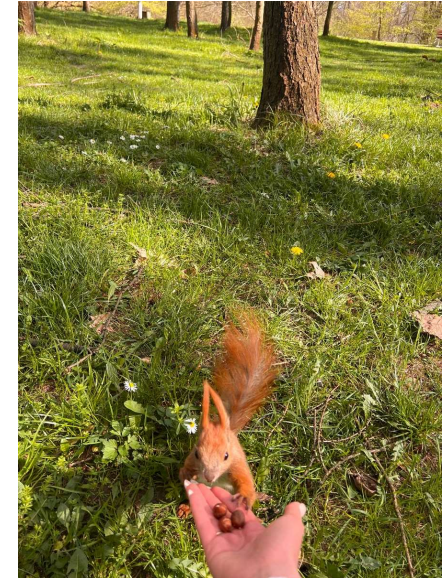
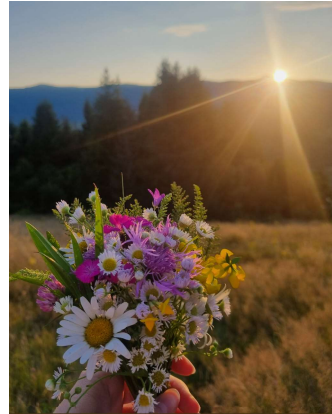
- Hugging your soulmate\animals\trees
- Tea ceremonies, coffee breaks in cafes
- Sorting garbage, hanging laundry, cooking
- Shopping (including online)
- Writing with a pen with no purpose, 3D puzzle
- Reading books, listen to music
- A warm bath, spa
- Home quests
- Deadlines for work



TIPS AND TRICKS

Nature

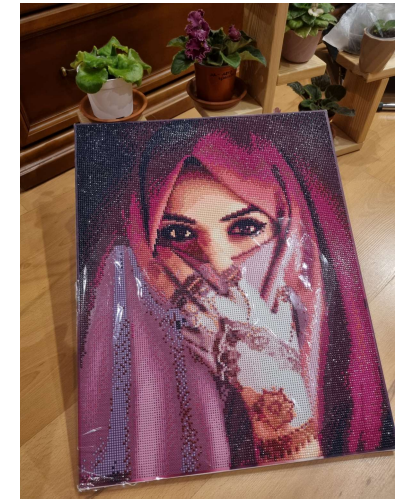
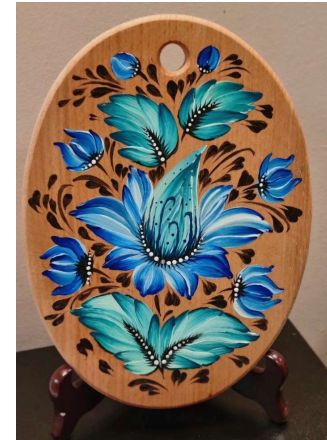
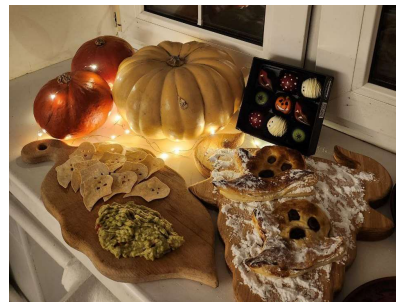
- Feeding squirrels
- Observing the sky\birds\insects\fire\rain\people
- Cleaning parks
- The opportunity to be in the dark and silence when the lights are turned off
- Very early awakening with the birds singing
- Fishing
- Beach stones



TIPS AND TRICKS

Creativity

- Colouring books or painting
- Writing
- Family evenings with themed cooking
- Making your space beautiful
- Playing musical instruments
- DIY
- Drawing
- Photography



TIPS AND TRICKS

Caring for something\someone

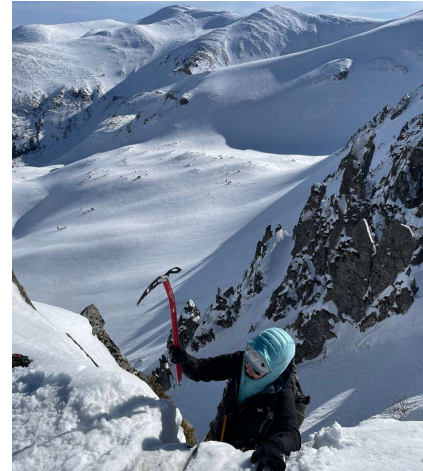
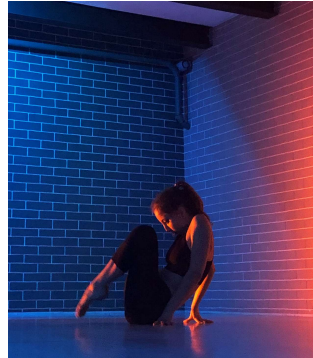
- Pets (get dressed, competitions)
- Beauty selfcare
- Growing flowers, plants (in the garden, in pots)
- Helping at an animal shelter
- Sitting with someone else's animal
- Donating, humanitarian aid



TIPS AND TRICKS

Activities

- Yoga
- Walks in the fresh air
- Dancing
- Travelling, long car trips
- Cycling
- Sports
- Boxing (by the way, from a girl)
- Hiking, rock climbing
- Long-distance running (20-30 km)



TIPS AND TRICKS

People

- People-people-people
- Even for sociophobes

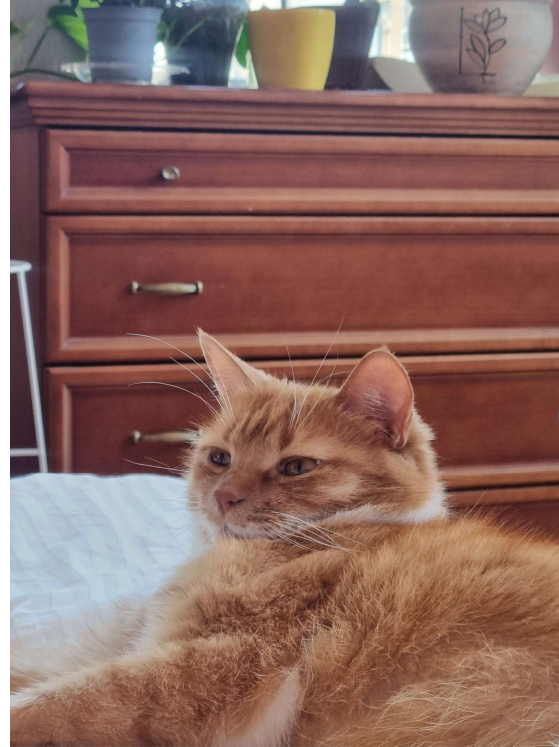
Conclusion

I WAS LAUGHING NOT TO CRY...



Conclusion

LAUGH.
LIVE.



Thank you!

Find us at
Booth 11

