

**Pre-Conference
21.05.25**

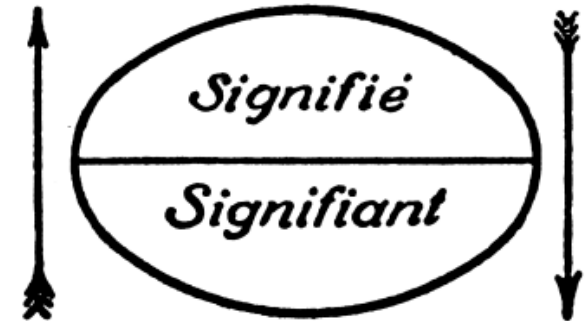
17. Fachtagung Psychiatrie

Dr. Thomas Götz, Berlin

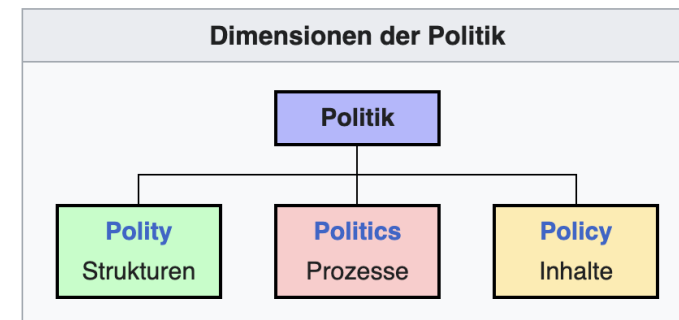


1 Es gibt nicht „DIE Politik“ bzw. „DIE/DEN Politiker:in“

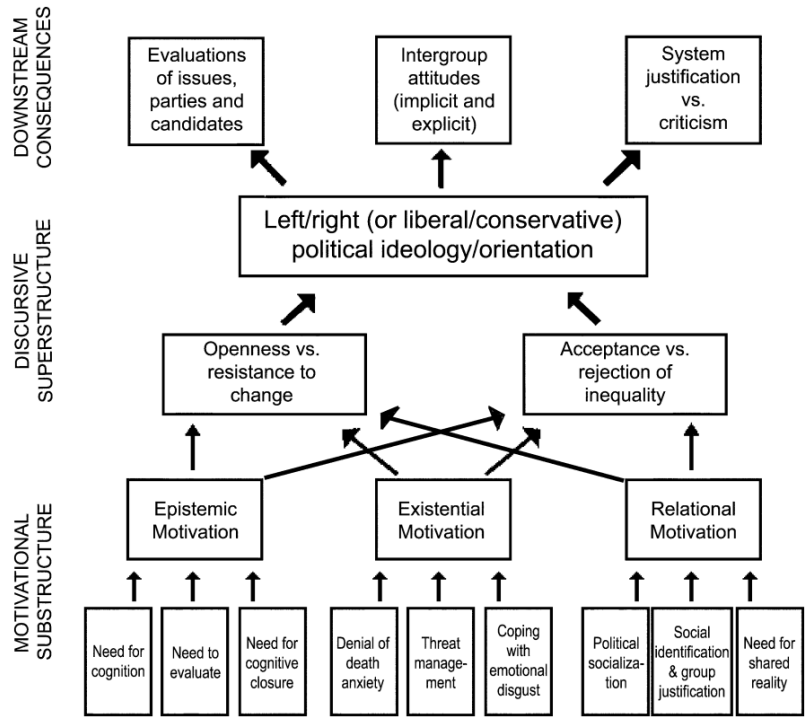
- Vielfältige Definitionen von Politik
- Wikipedia: „Politik bezeichnet die Strukturen (Polity), Prozesse (Politics) und Inhalte (Policy) zur Regelung der Angelegenheiten eines Gemeinwesens durch allgemein verbindliche und somit in der Regel auf politischer Macht beruhende Entscheidungen. Politik regelt dabei insbesondere das öffentliche, aber teilweise auch das private (Zusammen-)Leben der Bürger, die Handlungen und Bestrebungen zur Führung des Gemeinwesens nach innen und außen sowie die Willensbildung und Entscheidungsfindung über Angelegenheiten des Gemeinwesens.“
- Man kann nicht kein:e politische:r Akteur:in sein – „homo politicus“



F. d. Saussure (1916), Q: Wiki Commons



2 Politische Identitätsenvielfalt



Key Figure

Illustrating a psychological taxonomy of political variation

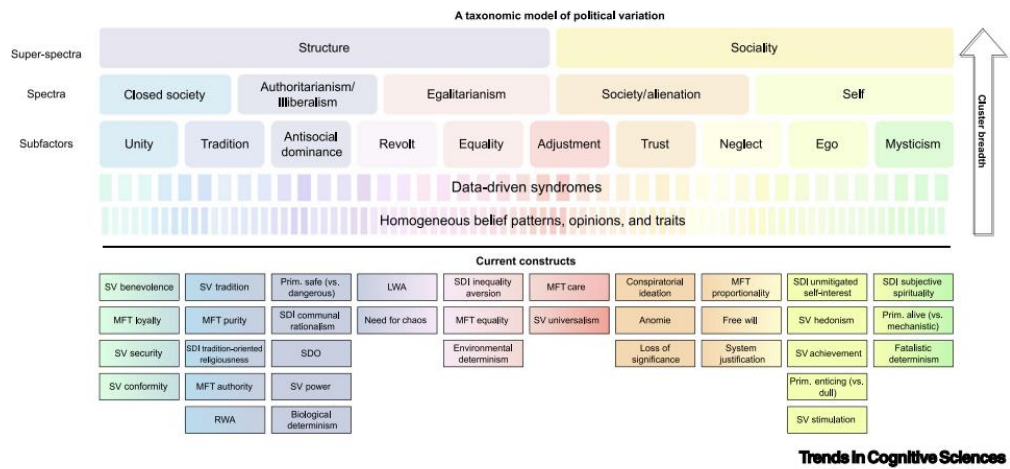


Figure 1
The motivational substructure, discursive superstructure, and downstream consequences of political ideology.

Head 2022

Costello 2023

3 Werte – Emotionen – Evidenz

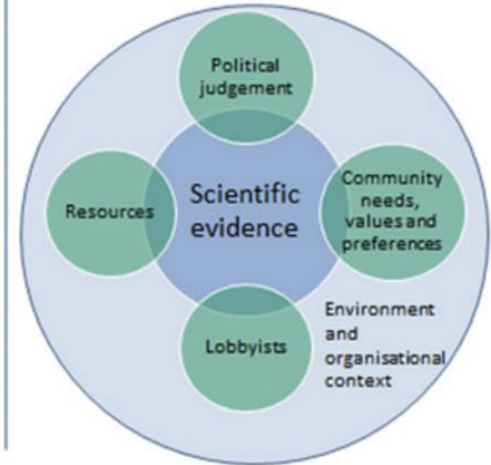


EBDM vs EIDM

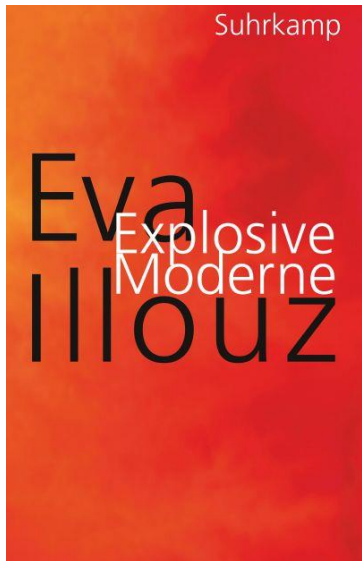
Evidence-Based Decision making



Evidence-Informed Decision Making



Aryeetey et al. 2017



- Werte und Emotionen zeigen eine starke Interdependenz (Deonna & Teroni 2015; Conte et al. 2023)
- Affekte/Emotionen spielen eine wichtige Rolle bei Gestaltungsprozessen
- Natürlich auch im politischen Kontext!
- Nostalgie, Vertrauen, Unsicherheit, Angst...

4 Die zeitliche Dimension

History and Theory 62, no. 4 (December 2023), 3–23 © 2023 The Authors. *History and Theory* published by Wiley Periodicals LLC on behalf of Wesleyan University. ISSN: 0018-2656 DOI: 10.1111/hiith.12324

ARTICLE

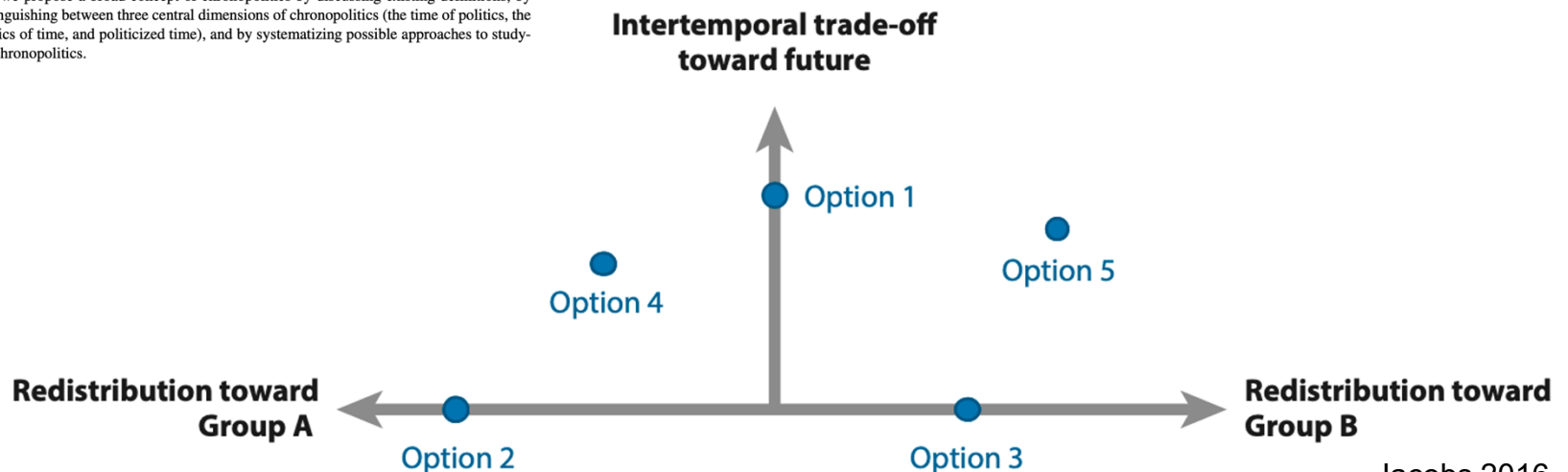
THE TIME OF POLITICS, THE POLITICS OF TIME, AND POLITICIZED TIME: AN INTRODUCTION TO CHRONOPOLITICS

FERNANDO ESPOSITO AND TOBIAS BECKER¹

ABSTRACT

Time is so deeply interwoven with all aspects of politics that its centrality to the political is frequently overlooked. For one, politics has its own times and rhythms. Secondly, time can be an object and an instrument of politics. Thirdly, temporal attributes are used not only to differentiate basic political principles but also to legitimize or delegitimize politics. Finally, politics aims at realizing futures in the present or preventing them from materializing. Consequently, the relationship between politics and time encompasses a broad spectrum of phenomena and processes that cry out for historicization. In our introduction to this *History and Theory* theme issue on chronopolitics, we argue that the concept of chronopolitics makes it possible to do this and, in the process, to move the operation of rethinking historical temporalities from the periphery toward the center of historiographical attention as well as to engage in a dialogue with scholars from a wide range of disciplines. To this end, we propose a broad concept of chronopolitics by discussing existing definitions, by distinguishing between three central dimensions of chronopolitics (the time of politics, the politics of time, and politicized time), and by systematizing possible approaches to studying chronopolitics.

- Zeitperspektive(n) in ihren Möglichkeiten und Beschränkungen
- Futures Literacy
- Was ist wann machbar?
- Eigene/Gruppenzeitwahrnehmung
- Zeitwahrnehmung in der Bevölkerung
- Synchronisation
- Etc.



Jacobs 2016

6 Wofür „Politik“ bzw. was wollen wir?

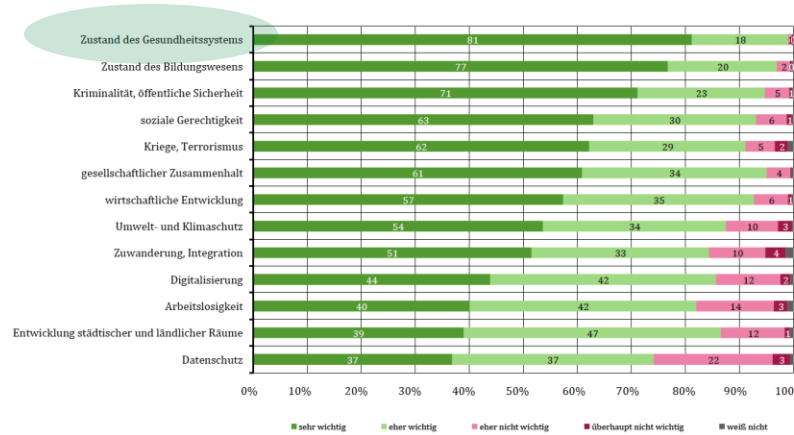


- Bedürfnisse
- Gedeihen
- Zufriedenheit
- Bedarfe
- Glück
- Wohlbefinden

Umweltbewußtseinsstudie (2025) ¹

1.1 Wichtigkeit politischer Themen in Deutschland 2024

Frage: Auf der folgenden Liste finden Sie Themen, die unser Land heute beschäftigen. Bitte geben Sie jeweils an, wie wichtig oder unwichtig die folgenden Themen aus Ihrer Sicht sind.



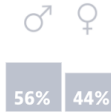
Quelle: eigene Darstellung, IÖW
Repräsentativbefragung bei 2552 Befragten, Bevölkerung ab 18 Jahren, Angaben in Prozent

OECD Better Life Index (2013 ff.)³

Germany

16236 responses

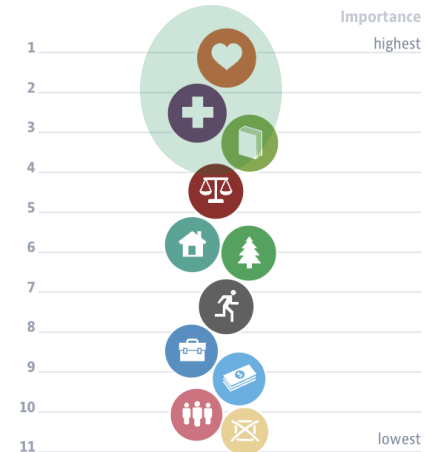
Gender



Age



Topics



Global Flourishing Survey (2025) für D²

Relative strengths

Depressed/little interest, feeling depressed (feeling anxious, loneliness, discrimination, education)

Relative areas for growth

Housing, health limitations, belonging (delayed gratification, love)

1 <https://www.umweltbundesamt.de/daten/private-haushalte-konsum/umweltbewusstsein-umweltverhalten>
2 <https://hfh.fas.harvard.edu/global-flourishing-study>
3 <https://www.oecdbetterlifeindex.org/>

7 Was ist gesund? Von statisch zu dynamisch...

CONSTITUTION OF THE WORLD HEALTH ORGANIZATION¹

THE STATES Parties to this Constitution declare, in conformity with the Charter of the United Nations, that the following principles are basic to the happiness, harmonious relations and security of all peoples:

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

What is health? The ability to adapt

Health is not a "state of complete physical, mental, and social well-being". And nor is it "merely the absence of disease or infirmity". The first part of this formulation is enshrined in WHO's famous founding constitution, adopted in 1946. It was supposed to provide a transformative vision of "health for all", one that went beyond the prevailing negative conception of health based on an "absence" of pathology. But neither definition will do in an era marked by new understandings of disease at molecular, individual, and societal levels. Given that we now know the important influence of the genome in disease, even the most optimistic health advocate surely

for a more realistic understanding of what it means to be healthy. The fact is that one cannot be healthy in an unhealthy society.

Health certainly has to encompass these complex determinants of illness. But to say this can induce a feeling of fatigue, even defeat. The obstacles to a minimum quantity of health seem so huge and so complex that it is almost impossible for a single doctor to have any influence on their effects. But if we take a more modest view of what health means, perhaps we may be able to transcend the complexities of disease and offer a very practical mission for modern medicine.



See Series page 837

BMJ

BMJ 2011;343:d4163 doi: 10.1136/bmj.d4163

Page 1 of 3

ANALYSIS

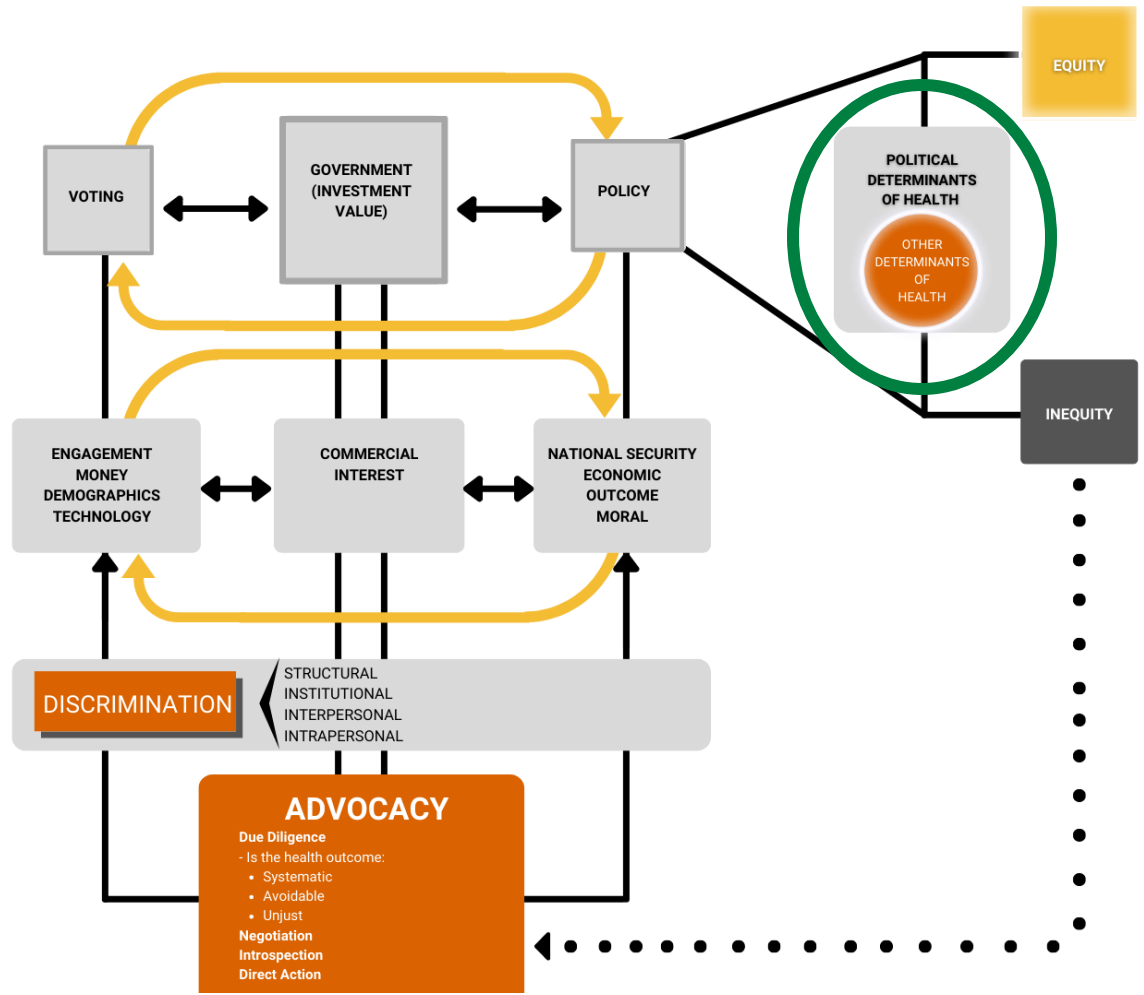
How should we define health?

The WHO definition of health as complete wellbeing is no longer fit for purpose given the rise of chronic disease. **Machteld Huber and colleagues** propose changing the emphasis towards the ability to adapt and self manage in the face of social, physical, and emotional challenges

- Herkömmliche Definitionen von Gesundheit unzureichend und nicht an der Lebensrealität der Menschen orientiert
- Gesundheit als Ziel oder als Mittel zum Ziel?
- Individuelle (und gemeinschaftliche) Fähigkeit zu Anpassung, Selbstwirksamkeit und Gedeihen bei sozialen, physischen und emotionalen Herausforderungen (z.B. Huber et al. 2011)
- Capability Approach (M. Nussbaum/A. Sen, Ruger 2010; Mäki-Opas et al. 2022)

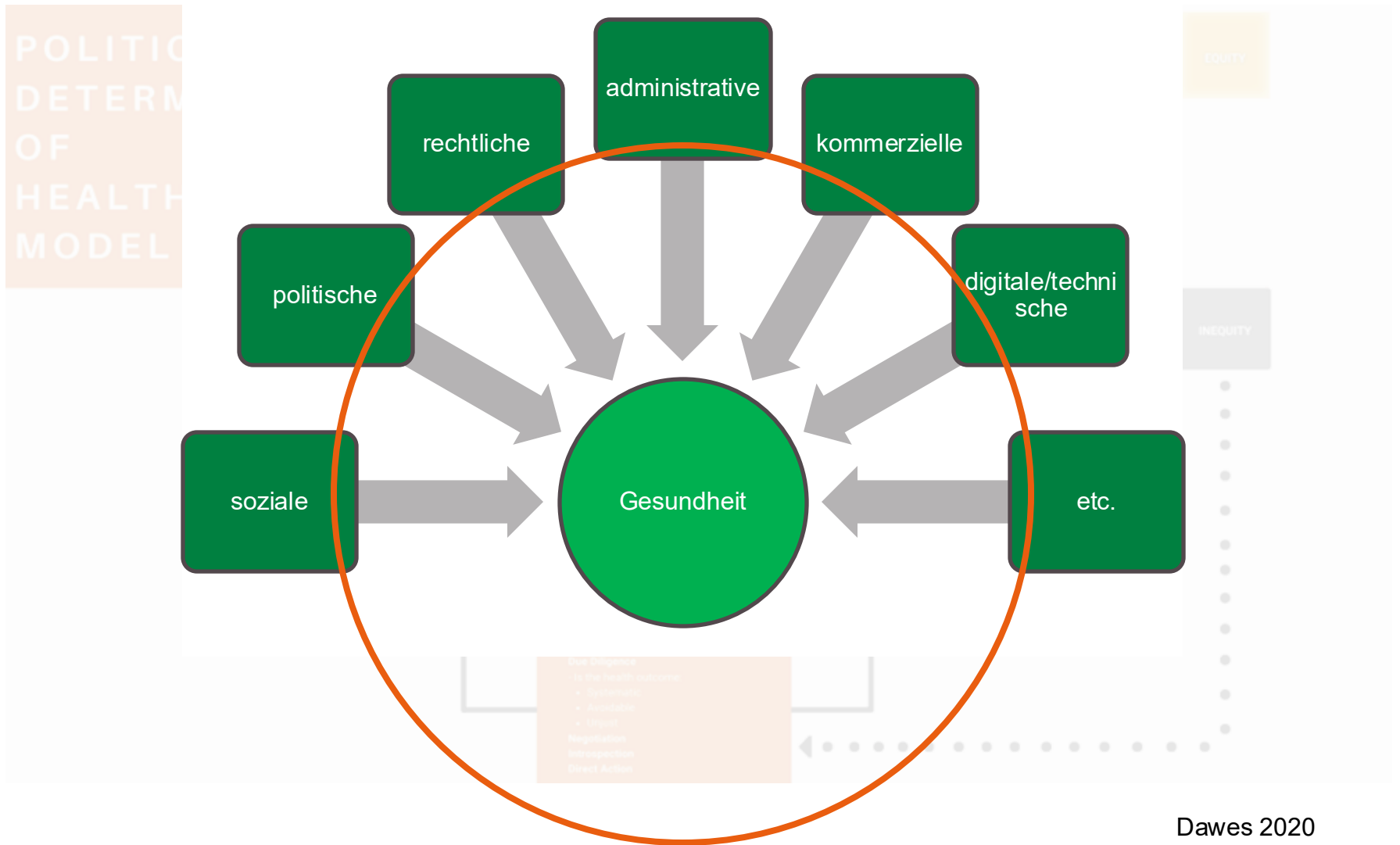
8 Determinanten von Gesundheit

POLITICAL DETERMINANTS OF HEALTH MODEL



Dawes 2020

8 Determinanten von Gesundheit



9 Psychopolitik – Macht & Freiheit



Demonstration für Trans-Rechte in New York: »Diversity ist eine Freiheitsstrategie« Foto: Gina M Randazzo / ZUMA Press / picture alliance / dpa

„Die smarte Macht schmiegt sich der Psyche an, statt sie zu disziplinieren. Sie erlegt uns kein Schweigen auf. Vielmehr fordert sie uns permanent dazu auf, mitzuteilen, zu teilen, teilzunehmen, unsere Meinungen, Bedürfnisse, Wünsche und Vorlieben zu kommunizieren und unser Leben zu erzählen. Diese freundliche Macht ist gleichsam mächtiger als die repressive Macht. Sie entzieht sich jeder Sichtbarkeit. Die heutige Krise der Freiheit besteht darin, dass wir es mit einer Machttechnik zu tun haben, die die Freiheit nicht negiert oder unterdrückt, sondern sie ausbeutet.“

Byung-Chul Han
Psychopolitik
Neoliberalismus
und die neuen
Machttechniken

S. Fischer/Wissenschaft

Wissenschaftler über Trumps Erfolg

»Die Psyche ist das zentrale Ziel moderner Eroberungspolitik«

Die Kulturwissenschaftlerin Christina von Braun und der Psychiater Tilo Held untersuchen den Kampf ums Unbewusste, den Donald Trump und andere Autokraten führen. Dabei erkennen sie sexuelle Diversität als Freiheitsstrategie.

Ein SPIEGEL-Gespräch von Tobias Becker und Eva Thöne
20.05.2025, 11.52 Uhr • aus DER SPIEGEL 21/2025

NATURE | www.nature.com | 4522-23 October 2024

FEATURE

The mental wealth of nations

Countries must learn how to capitalize on their citizens' cognitive resources if they are to prosper, both economically and socially. Early interventions will be key.

John Duckworth, Corey C. Coyle, John Field, Usha Goswami, Felicia A. Haupt, Rachel Jenkins, Hannah S. Jones, Tom B. Kirkwood, Barbara J. Sahlin and Sandy M. Thomas

Prosper and flourish in a rapidly changing world, we must make the most of all our resources — both mental and material. Globalization and its associated demands for competitiveness are increasing the pressures in our working lives. Added to these are the demands from evolving family structures and increased care responsibilities, both for children and for older relatives. And increased life expectancy in most industrialized nations means that even greater numbers of people will be at risk of degenerative disorders in old age.

The UK Government Office for Science is the work announcing the findings of a peer-reviewed study: the Foreign Office on Mental Capital and Wellbeing. This used

Key findings

- Boosting brain power in young and old

state-of-the-art scientific and other evidence to investigate the challenges and opportunities that lie ahead for our nations. The report provides an independent assessment that is intended to inform policy-makers both in the United Kingdom and around the world.

Early detection of mental disorders

Therapeutic and medical interventions are more effective when they are initiated early in the course of a disorder. This is particularly true for mental health conditions, which often have a long and insidious course.

Changing views on a changing world

The world is changing both in demographics and in the demands placed on it. Workers' mental health is becoming an important factor when planning for the future of mental capital of economic and societal.

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Article Measuring human capital using global learning data

Noam Angrist¹, Simen Djonev^{1*}, Paveleqi K. Golluberg^{1,2,3,4} & Harry A. Patrino⁵

Human capital—the skills, resources associated with the knowledge and skills of individuals—is a critical component of economic development¹. Learning metrics that are comparable for countries globally are necessary to understand and track the formation of human capital. The increasing use of international achievement tests is an important step in this direction². However, such tests are administered primarily in developed countries³, limiting our ability to analyse learning patterns in developing countries that may have the most to gain from the formation of human capital. Here we bridge this gap by constructing a globally comparable database of 164 countries from 2000 to 2021. The data represent 98% of the global population and developing economies comprise two-thirds of the included countries. Using this data, we show that global progress in learning—a priority Sustainable Development Goal⁴—has been limited, despite increasing enrolment in primary and secondary education. Using an accounting exercise that includes a direct measure of schooling quality, we estimate that the role of human capital in explaining income differences across countries ranges from a fifth to half; this result has an intermediate position in the wide range of estimates provided in earlier papers in the literature^{5–7}. Moreover, we show that average estimates mask considerable heterogeneity associated with income grouping across countries and regions. This heterogeneity highlights the importance of including countries at various stages of economic development when analysing the role of human capital in economic development. Finally, we show that our database provides a measure of human capital that is more closely associated with economic growth than current measures that are included in the Penn world tables version 9.0⁸ and the human development index of the United Nations⁹.

Progress on childhood learning difficulties

Research on childhood learning difficulties shows that, left untreated, very small initial differences in the sensory processing of mental wealth. Mental capital encompasses both cognitive and emotional resources. It includes people's cognitive ability, their flexibility and efficiency at learning, and their 'emotional intelligence'—social skills and resilience in the face of stress. The term therefore captures key dimensions of the elements that individuals have an individual ability to contribute to society and to experience a high quality of life. Mental wealth, on the other hand, has a dynamic character, in that it depends on the ability to develop their potential, work productively and creatively, build strong and positive relationships with others and contribute to their society.

Defining mental wealth

The project looked at two main aspects of mental development: mental capital and mental well-being. Mental capital encompasses both cognitive and emotional resources. It includes people's cognitive ability, their flexibility and efficiency at learning, and their 'emotional intelligence'—social skills and resilience in the face of stress. The term therefore captures key dimensions of the elements that individuals have an individual ability to contribute to society and to experience a high quality of life. Mental wealth, on the other hand, has a dynamic character, in that it depends on the ability to develop their potential, work productively and creatively, build strong and positive relationships with others and contribute to their society.

Learning more about mental health

Therapeutic and medical interventions are more effective when they are initiated early in the course of a disorder. This is particularly true for mental health conditions, which often have a long and insidious course.

Changing views on a changing world

The world is changing both in demographics and in the demands placed on it. Workers' mental health is becoming an important factor when planning for the future of mental capital of economic and societal.

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Commentary

Building systemic resilience, productivity and well-being: a Mental Wealth perspective

Jo-An Skinner¹, ^{1,2} William Hynes, ^{4,5} Patricia Gell,^{6,7} Harris A. Eyrse,⁸ ^{9,10,11,12,13} Yan Song,¹⁴ Ante Prodan,¹⁵ ^{16,17} Adam Ochinski,¹⁸ ^{1,2} Goran Udur,¹³ John Buchanan,^{2,19} Roy Green,¹⁸ Sebastian Rosenberg,¹⁷ Allan Fels,^{2,17} Ian B. Hickie,^{1,2}

INTRODUCTION

Countries face dynamic, multidimensional and interconnected crises. The pandemic, climate change, rising inequalities, food and energy insecurity, polarization, misinformation and declining trends in youth mental health, are converging to cause enormous socio-political and economic consequences that are weakening democracies, corroding the social fabric of communities, and posing threats to social stability and national security. A Mental Wealth perspective argues that the extent to which nations can respond to these pressures depends on the quality of, and investments in, a critical national asset: brain capital. Brain capital encompasses a nation's cognitive and emotional resources including (1) brain skills—complex capabilities, emotional intelligence and the ability to collaborate, be innovative and solve complex problems, (2) brain health which includes mental health, wellbeing and neurological disorders that critically impact the ability to deploy brain skills effectively, build and maintain positive relationships, and display resilience against challenges and uncertainties.¹ Although brain skills and brain health are commonly examined at an individual level, brain capital represents a broader, collective concept and national asset that is a fundamental contributor to economic and social productivity (Mental Wealth—box 1).

Summary box

- A paradigm shift is needed in our approach to building systemic resilience.
- Social and economic systems will continue to be subject to regular and increasing disruption, which is a result of cyclical economic contractions or ongoing natural disasters, pandemics and emerging threats (financial crises, war, civil disruption, intensifying technological change).
- This paper emphasizes the detrimental impact of disruption such as underemployment and unemployment on individual, community, and the nation's cognitive and emotional resources, which are critical for sustaining productivity.
- The aim of this paper is to provide a systemic perspective on the interdependence between brain capital (particularly mental health, economic and social well-being, and resilience).
- Through a Mental Wealth lens, the paper offers fresh insights into enhancing national prosperity and resilience to better learn, working, good health.
- While good health researchers endeavour to improve health and well-being, and business leaders and policy makers seek to promote productivity and economic prosperity, this paper advocates for a more interconnected approach to achieve both.
- By urging global public health, business and economic policy leaders to think beyond their disciplinary boundaries and engage in transdisciplinary efforts, this holistic perspective opens new possibilities for fostering stability, creating prosperity and sustainability.

Introduction

Disasters of the brain include neurological diseases and mental disorders. In 2021, the Global Burden of Disease (GBD) study identified neurological disorders as the primary cause of disability-adjusted life years (DALYs), with a contribution of 40 million DALYs that year alone. Between 1990 and 2019, mental disorders grew in the DALY burden from 130 to 78 million, with 121 million DALYs in 2019. The significant burden of these disorders is partly due to their high prevalence. E.g., the direct costs of healthcare attributed to brain

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Nature | www.nature.com | 4522-23 October 2024

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10 Regression und Exklusion

Public policy and health in the Trump era

Stigler Woolhandler*, David Himmelstein*, Samer Ahmad, Zina Baydar, Amy T. Denant, Michael Reid, Jacob Rice, David Eke, Oliver Corns, Muelin Chowdhury, Samuel Dickman, Samantha Fisher, Adam Gaffney, Sara Gales, Richard N. Goodlad, Kevin Grumbach, Gordon Guyatt, Helena Haiman, Philip J. Landrigan, Michael Lighty, Martin McKee, Danny McComick, Alicia McGee, Ross Mera, Juliana E. Morin, Josselyn K. Murray, Maren Neils, Linda Piner, Alan Poole, Donald S. Schiff, Martin Shapiro, Lella Tannen, Helmut Weisemann

The New York Times

- | | | | |
|---|--|--|--|
| <ul style="list-style-type: none"> accessible activism activists advocacy advocate advocates affirming care all-inclusive allyship anti-racism antiracist assigned at birth assigned female at birth assigned male at birth at risk barrier barriers belong bias biased biased toward biases biases towards biologically female biologically male BIPOC Black breastfeed + people breastfeed + person chestfeed + people chestfeed + person clean energy climate crisis climate science commercial sex worker community diversity community equity confirmation bias cultural competence cultural differences cultural heritage cultural sensitivity culturally appropriate culturally responsive DEI DEIA DEIAB DEIJ disabilities disability | <ul style="list-style-type: none"> discriminated discrimination discriminatory disparity diverse diverse backgrounds diverse communities diverse community diverse group diverse groups diversified diversify diversifying diversity enhance the diversity enhancing diversity environmental quality equal opportunity equality equitable equitableness equity ethnicity excluded exclusion expression female females feminism fostering inclusivity GBV gender gender based gender based violence gender diversity gender identity gender ideology gender-affirming care genders Gulf of Mexico hate speech health disparity health equity hispanic minority historically identity immigrants implicit bias implicit biases inclusion | <ul style="list-style-type: none"> inclusive inclusive leadership inclusiveness inclusivity increase diversity increase the diversity indigenous community inequalities inequality inequitable inequities inequity injustice institutional intersectional intersectionality key groups key people key populations Latinx LGBT LGBTQ marginalize marginalized men who have sex with men mental health minorities minority minorism most risk MSM multicultural Mx Native American non-binary nonbinary oppression oppressive orientation people + uterus people-centered care person-centered person-centered care undervalued polarization political pollution pregnant people pregnant person pregnant persons prejudice | <ul style="list-style-type: none"> privilege privileges promote diversity promoting diversity pronoun pronouns prostitute race race and ethnicity racial racial diversity racial identity racial inequality racial justice racially racism segregation sense of belonging sex sexual preferences sexuality social justice sociocultural socioeconomic status stereotype stereotypes systemic systemically they/ them trans transgender transsexual trauma traumatic tribal unconscious bias underappreciated underprivileged underrepresentation underrepresented underserved victim victims vulnerable populations women women and underrepresented |
|---|--|--|--|

Notes: Some terms listed with a plus sign represent combinations of words that, when used together, acknowledge transgender people, which is not in keeping with the current federal government's position that there are only two, immutable sexes. Any term collected above was included on at least one agency's list, which does not necessarily imply that other agencies are also discouraged from using it.

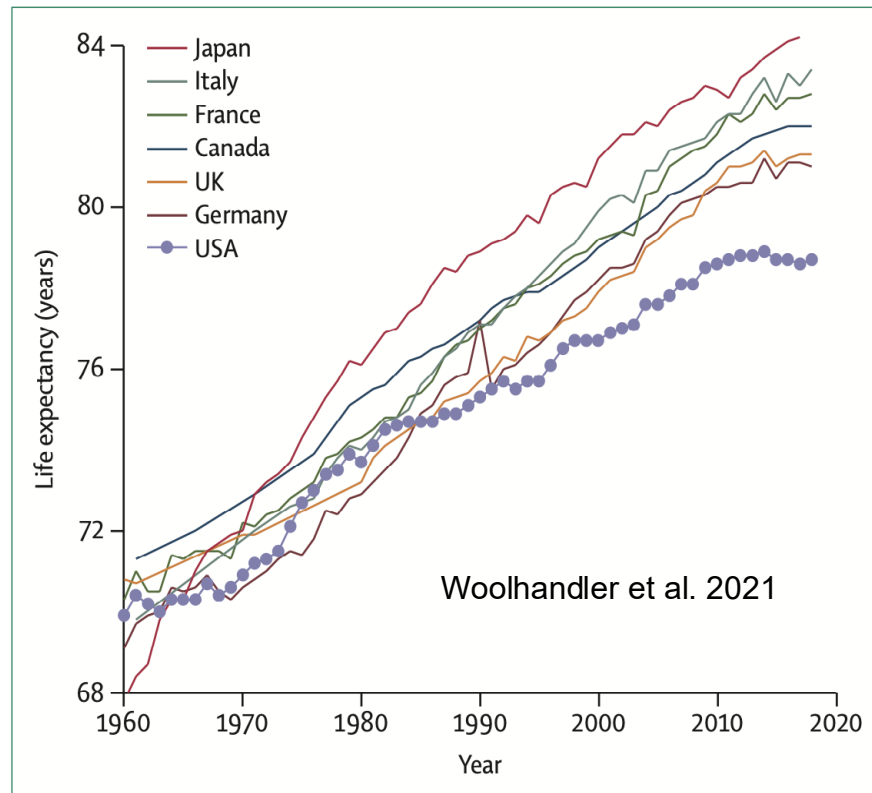


Figure 1: Life expectancy at birth in the USA and other G7 countries (1960-2018)

Donald Trump (11/24): „And for those who are severely mentally ill and deeply disturbed, we will bring them back to mental institutions, where they belong.“

Q: NYT, 05.03.25 <https://www.nytimes.com/interactive/2025/03/07/us/trump-federal-agencies-websites-words-dei.html>

11 Beispiel Migration

UK

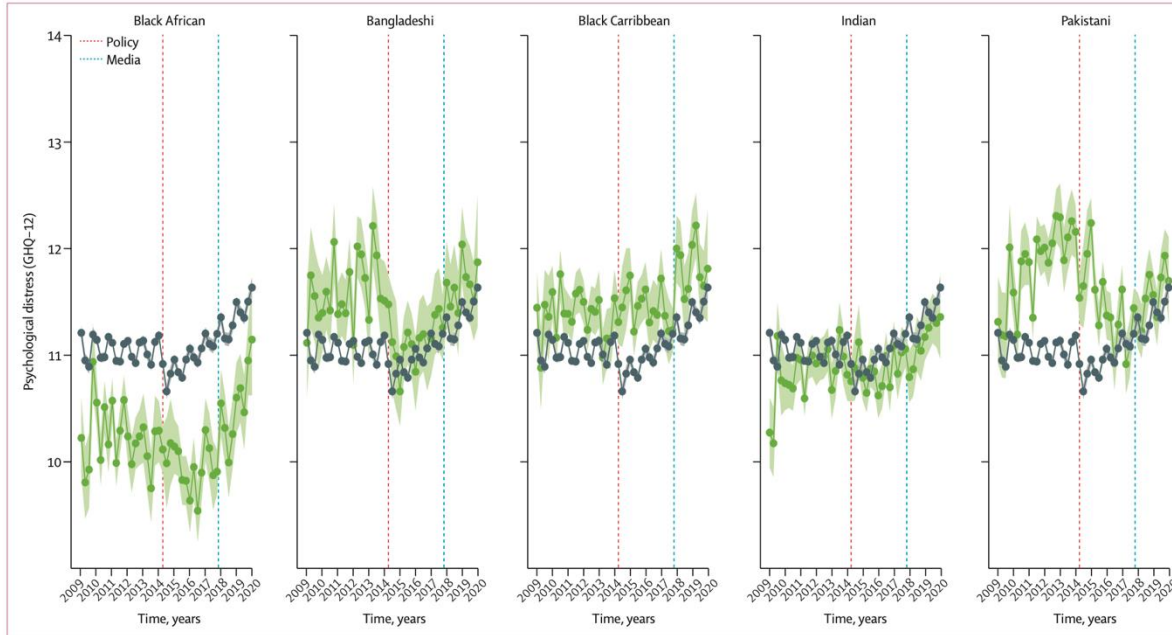


Figure: Effects of the hostile environment policy on mental ill health across different ethnic groups compared with people of White ethnicity. Green data points and lines represent mean GHQ-12 scores from the respective ethnic minority groups; black data points and lines represent mean GHQ-12 scores from the White ethnicity group. The red dashed line shows the implementation of the Immigration Act 2014 and the blue dashed line shows the start of the Windrush scandal media coverage. GHQ-12=General Health Questionnaire 12-item version.

Jeffery et al. 2024

D

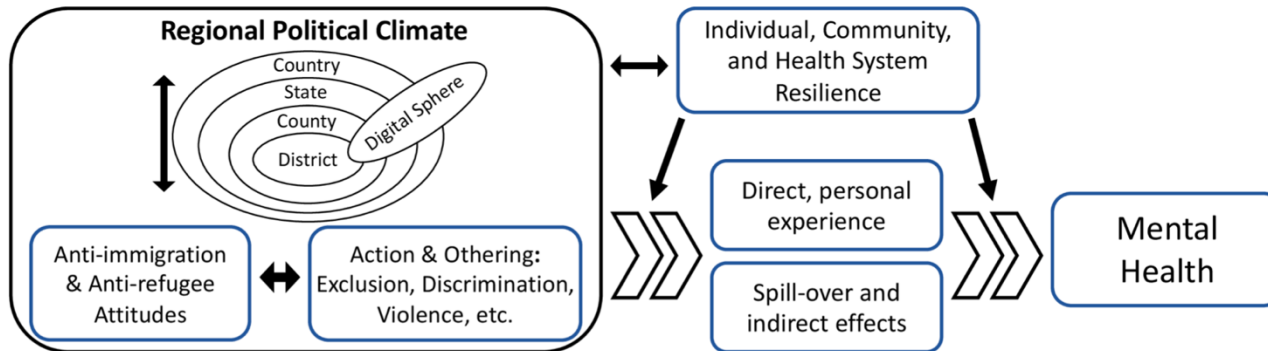


Figure 2 Conceptual framework of local political climate and direct and indirect health effects.

Bozorgmehr et al. 2023

12 Demokratie und (psychische) Gesundheit

Concepts and New Frontiers for Development

Democracy: the forgotten determinant of mental health

Health Promotion Journal of Australia 2007;18:177-83

Marilyn Wise and Peter Sainsbury

Context

Promoting mental health is a relatively new initiative being taken by organisations, governments and individuals in countries across the world.^{1,2} These initiatives have been stimulated, variously, by concerns such as the global burden of depression, high rates of suicide among young people in some populations, and growing evidence of mental health inequalities.^{4,5} In addition, even in economically developed nations there is debate about whether the proportion of people expressing satisfaction with their quality of life and/or happiness is increasing with economic growth.^{7,8} These illnesses, causes of premature death, and feelings of disappointment, despair and unhappiness are indicators of poor mental health in populations.

At the same time there has been growing evidence that, in addition to biological and behavioural factors, the health of populations is influenced, significantly, by social determinants

of health. Furthermore, the significant, persistent inequalities in health outcomes (including mental health) experienced within and between countries have been found to be positively associated with the unequal distribution of the social determinants of health.^{9,12} More explicitly, the unequal distribution of the social determinants of health means that those people and groups who have the most limited access to these experience feelings of alienation, shame, powerlessness, despair and anger – all of which are linked with higher levels of mental ill-health.⁹

If it is to be possible to achieve positive mental health outcomes across populations, and to ensure that the distribution is equitable, it will be necessary to redistribute the social determinants of health. On one hand, this is a major challenge for health promotion specifically and for societies generally. On the other hand, it is within reach. The distribution of the social determinants of health is the responsibility of human decision-

nature medicine

Review article

<https://doi.org/10.1038/s41591-024-03307-w>

Political polarization and health

Received: 6 July 2024

Jay J Van Bavel^{1,2}, Shana Kushner Gadarian³, Eric Knowles⁴ & Kai Ruggeri⁵

Accepted: 18 September 2024

Published online: 25 October 2024

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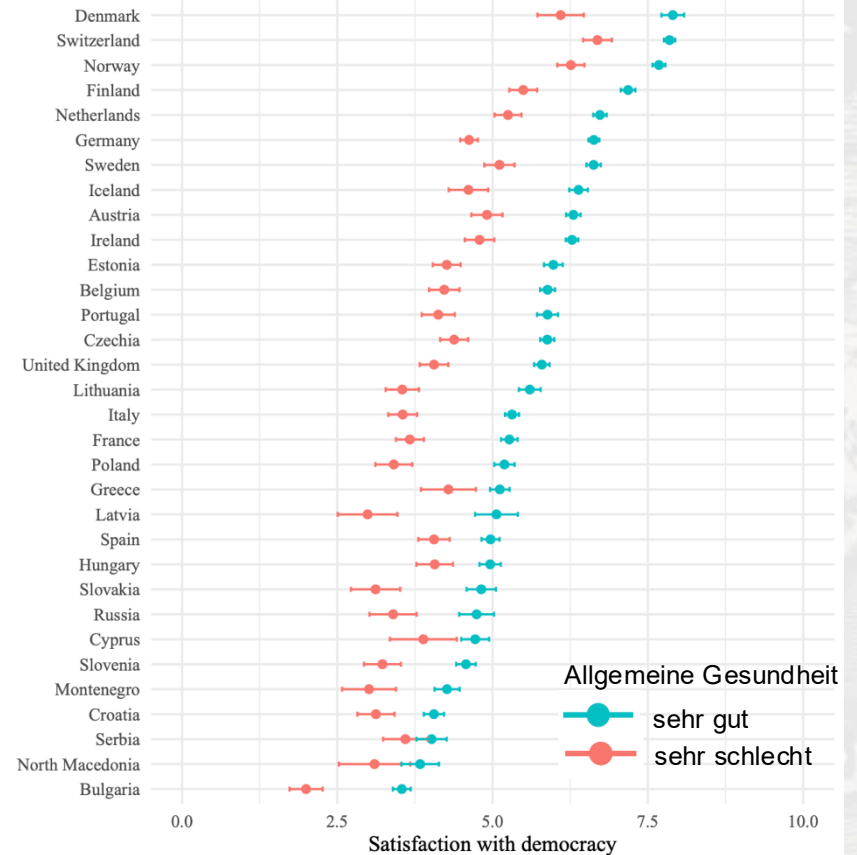
In addition to social determinants of health, such as economic resources, education, access to care and various environmental factors, there is growing evidence that political polarization poses a substantial risk to individual and collective well-being. Here we review the impact of political polarization on public health. We describe the different forms of polarization and how they are connected to health outcomes, highlighting the COVID-19 pandemic as a case study of the health risks of polarization. We then offer strategies for mitigating potential harms associated with polarization, with an emphasis on building social trust. Finally, we propose future research directions on this topic, underscore the need for more work in a global context and encourage greater collaboration between social scientists and medical scientists. We conclude that polarization is a serious – if largely overlooked – determinant of health, whose impacts must be more thoroughly understood and mitigated.

2025

The role of health and health systems in shaping political engagement and rebuilding trust in democratic institutions

Anil Menon,^{a,*} Nolan M. Kavanagh,^{b,c} Michelle Falkenbach,^{d,e} Matthias Wismar,^d and Scott L. Greer^{d,e}

a



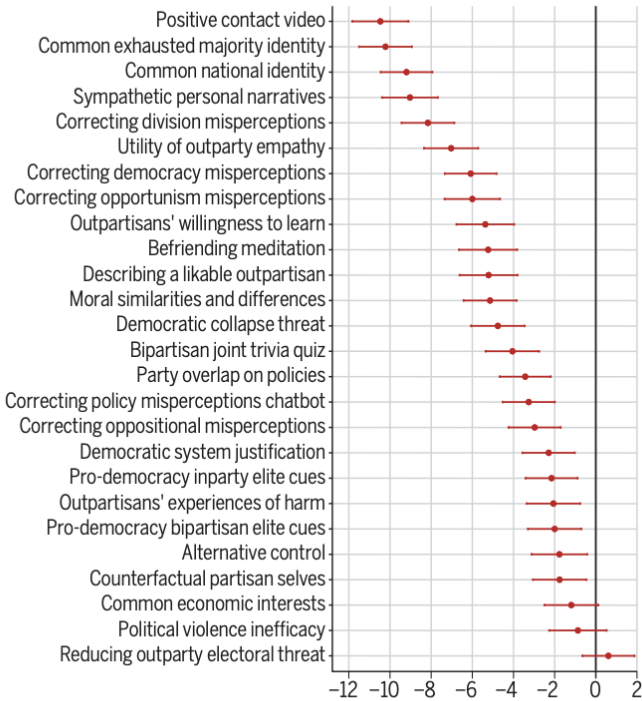
RESEARCH ARTICLE SUMMARY

INTERVENTIONS

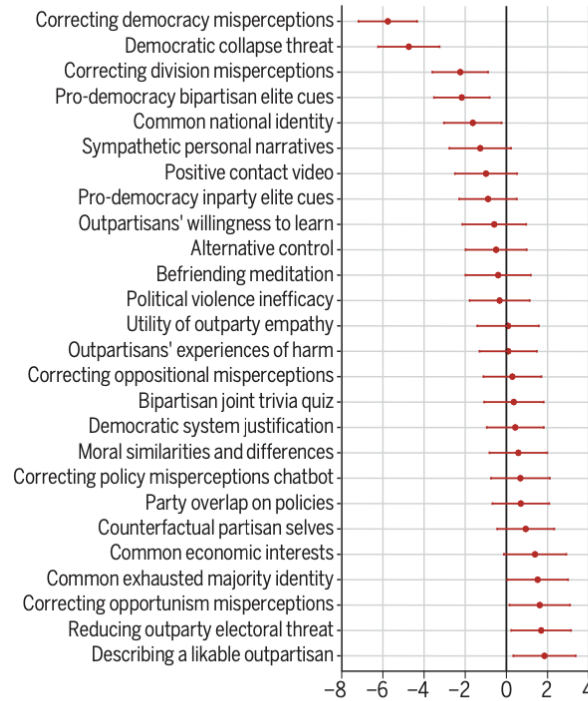
Megastudy testing 25 treatments to reduce antidemocratic attitudes and partisan animosity

Jan G. Voelkel[†], Michael N. Stagnaro[†], James Y. Chu[†], et al.

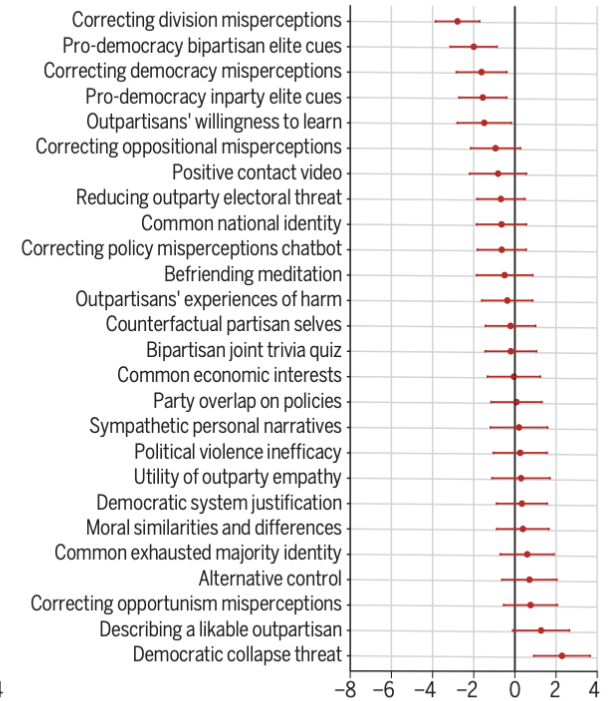
Effects on partisan animosity



Effects on support for undemocratic practices



Effects on support for partisan violence



Megastudy identifies many efficacious treatments that reduce partisan animosity and/or antidemocratic attitudes. Treatment effects on partisan animosity (left), support for undemocratic practices (center), and support for partisan violence (right).

14 Rolle der „Politik“: Einen Rahmen geben

- Von der „Psychiatrie“ lernen, v.a. von Menschen mit (schweren) psychischen Beeinträchtigungen lernen
- „Psychiatrie“ als gesamtgesellschaftliche Diskussionen führen
- Systemischer Blick auf Determinanten und Chancenungleichheiten – über die Psychiatrie hinaus, #mentalhealthinallpolicies
- Verantwortungsgemeinschaft bilden
- Strukturierte Vernetzung und Steuerung
- Rollenklarheit &
- Intellektuelle Bescheidenheit fördern
- Partizipation und Empowerment
- Zukunftskompetenzen bündeln
- Transparenz – Vertrauen schaffen

Vielen Dank fürs Zuhören!

