

The Emotion Which Drives People To Work The Hardest (M)

People prone to this emotion work the hardest.

People prone to feeling guilty are amongst the hardest workers, a study finds.

Not only that but people prone to feeling guilty are also highly ethical and are less likely to take advantage of other people's skills to get paid more.

The results come from five studies that tested the effects of feeling guilty on work performance.

Dr Scott S. Wiltermuth, the study's first author, said:

"Because of this concern for the impact of their actions on others' welfare, highly guilt-prone people often outwork their less guilt-prone colleagues, demonstrate more effective leadership and contribute more to the success of the teams and partnerships in which they are involved."

Set against these advantages, though, guilt-prone people may avoid working with others they see as more competent than themselves.

Dr Wiltermuth said:

"It may come as a surprise, but our findings demonstrate that people who lack competence may not always seek out competence in others when choosing work partners."

The reason was that guilt-prone people were afraid of letting others down.

In other studies, guilt-prone people were also more likely to want compensation which reflected their performance, rather than trying to get paid more by free-riding off more talented individuals.

Dr Wiltermuth said:

"Guilt proneness reduces the incidence of unethical behavior.

Highly guilt-prone people are conscientious.

They are less likely to free-ride on others' expertise, and they will sacrifice financial gain out of concern about how their actions would influence others' welfare."

Dr Wiltermuth concluded:

"Managers could try to ensure that highly guilt-prone people are creating the partnerships and perhaps even assuming leadership roles on teams, despite highly guilt-prone people's fear that by accepting these leadership positions they might be putting themselves into position to let their teammates down."

A Common Mineral Deficiency Linked To Mental Health Issues (M)

One-quarter of the world's population has this mineral deficiency that is linked to anxiety, depression and schizophrenia.

An iron deficiency is the most common nutrient deficiency and it can impact mental health, research finds. Low iron levels can exacerbate symptoms of anxiety, depression and schizophrenia. Many people with depression, for example, have a history of anaemia. Higher rates of anxiety disorders, sleep disorders and psychotic disorders are linked to an iron deficiency. It has been linked to mental health problems in both young and old. An iron deficiency is frequently linked to symptoms of fatigue — which often combines with depression.

Dr Stephanie Weinberg Levin, the study's first author, said:

“We don't always go looking for nutrient deficiencies, but they can really take a large toll on well-being. Iron is the most common nutrient deficiency and can have a big impact. You can be iron-deficient without having anemia, but many mental health care providers aren't aware that iron deficiency by itself has been linked to worse symptoms, or that supplementation has been linked to improved symptoms. But there is evidence there.”

Mild iron deficiency

The researchers examined multiple studies on the connection between iron deficiency and mental health. Many have found that iron supplementation appear to improve the symptoms of those with and without mental health diagnoses.

Supplementation can even help with relatively mild iron deficiency.

The usual benchmark for iron deficiency is 30 ng/mol.

However, one study found that supplementation for those with levels below 100 ng/mol was beneficial for negative mood and fatigue ([Mikami et al., 2022](#)).

Which type of supplement?

Iron deficiency should be treated by supplementation, since the typical diet cannot provide enough, the study's authors write.

Most types of iron supplementation will work, however, the disadvantages of supplementation are that 70 percent of people experience side-effects.

These can include a metallic taste in the mouth, vomiting, nausea and constipation/diarrhoea.

So, the key is to find the type that has the lowest side-effects.

Ferrous sulfate is the cheapest, but other forms, such as ferrous iron protein succinylate and ferrous bisglycinate may have fewer gastrointestinal side-effects (but they are more expensive).

How much iron?

As for the amount, there is no clear guidance, but the study's authors suggest:

“The maximum amount of oral iron that can be absorbed is approximately 25 mg/d of elemental iron. A 325 mg ferrous sulfate tablet contains 65 mg of elemental iron, of which approximately 25 mg is absorbed and utilized.”

Supplements should be taken for 6 to 8 weeks and it may take 6 months for the body's iron stores to be replenished.

Dr Levin concluded:

“Iron supplements are inexpensive and can really make a significant impact in someone's mental health if they're deficient.”

Note that a physician should be consulted: people with inflammatory bowel conditions, chronic kidney disease or the pregnant should not take iron supplements orally.