**Training Fiche**

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| **Title** | Self well-being at work |
| **Keywords (meta tag)** | Motivation, well-being, psychology |
| **Provided by** | MRK GmbH |
| **Language** | English |
| **Area** | Digital and online communication |  |
| Team and people engagement from home |  |
| Work-life balance |  |
| Self well-being | **X** |
| “How to boost your team productivity from home?” |  |
| Remote project management |  |
| Agile Management by Objectives        |  |
| “Smart” self-efficacy |  |
| Leadership and Motivation in the Smart Working era |  |
| Teleworking: a selection of digital tools to manage your business |  |
| **Objectives / goals / learning outcomes** |
| Understanding of the meaning; link between psychologic needs, motivation and work measurements to improve the life quality of workers; work improvements |
| **Description** |
| People are the basis of a company's success and it is important to take care of their well-being. Several international scientific studies have shown that there is a direct relation between the productivity of an enterprise and the mental and physical health of its workforce.According to the World Health Organisation's definition, mental health is 'a state of well-being' in which an individual: 'is able to use his or her abilities; is able to cope with normal daily stress; is able to carry out work productively; and is able to make a contribution to his or her community'.The workplace directly affects the physical, mental, economic and social well-being of workers and, consequently, the health of their families and communities.This report aims to give an overview of this complex and increasingly central and important issue in our daily lives, providing the basics and some of the principal recommendations for increasing well-being at work. |
| **Contents arranged in 3 levels** |
| 1. What is well-being?
	1. Definition of well-being by World Health Organization
	2. Maslow‘s hierarchy of needs
	3. Self-determination theory
2. Research about convenient work
3. WHO recommendations for well-being at work
4. Tools to improve well-being at work
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| **Contents in bullet points** |
| - Definition of WHO- Marslow’s hierarchy of needs- Self-determination theory- Research about well-being at work- The 4 areas of influence for a healthy workplace (WHO)- Recommendations for well-being at work by WHO- Tools to improve well-being |
| **5 glossary entries** |
| Self determination theoryMarslow’s hierarchy of needsSelf-actualisationEsteem needsBelongingness & love needsSafety needsPhysiological needsSoft location factorsJob rotationJob enlargementJob enrichment |
| **Bibliography and Further References** |
| Picture 1: I, Yann, CC BY-SA 3.0, <https://commons.wikimedia.org/w/index.php?curid=2367501>; Content Slide 6/7: Promoting mental health in the workplace: Guidance to implementing a comprehensive approach (European commision) <https://ec.europa.eu/social/BlobServlet?docId=13879&langId=en> Content Slide 7: MDDrPH Rokho Kim, <https://www.hsl.gov.uk/media/202146/5_kim_who.pdf>; Picture 2: Oregon Department of Transportation - Checking the linesUploaded by Smallman12q, CC BY 2.0, <https://commons.wikimedia.org/w/index.php?curid=24373900> Picture 3: By Androidmarsexpress - Own work, CC BY-SA 4.0, <https://commons.wikimedia.org/w/index.php?curid=93026655>; Content Slide 9: <https://www.youtube.com/watch?v=g8qLidERkGY> Content Slide 11: Research and content by: Denise Angélique Camenisch, Olaf Schäfer, Isabelle Andrea Minder, Katja Cattapan; <https://link.springer.com/content/pdf/10.1007/s11553-021-00875-4.pdf> Content Slide 12: Research and content by: Denise Angélique Camenisch, Olaf Schäfer, Isabelle Andrea Minder, Katja Cattapan; Topp CW, Østergaard SD, Søndergaard S, Bech P (2015) The who-5 well-being index: a systematic review of the literature. Psychother Psychosom 84(3)Content Slide 13: Research and content by: Denise Angélique Camenisch, Olaf Schäfer, Isabelle Andrea Minder, Katja Cattapan; <https://link.springer.com/content/pdf/10.1007/s11553-021-00875-4.pdf> Content Slide 15: MDDrPH Rokho Kim, <https://www.hsl.gov.uk/media/202146/5_kim_who.pdf>; Picture 4: WHO model of healthy workplace continual improvement process, <https://www.who.int/occupational_health/publications/healthy_workplaces_model.pdf> ; Content Slide 15: MDDrPH Rokho Kim, <https://www.hsl.gov.uk/media/202146/5_kim_who.pdf>; Content Slide 16: <https://www.who.int/occupational_health/publications/healthy_workplaces_model.pdf> ; MDDrPH Rokho Kim, <https://www.hsl.gov.uk/media/202146/5_kim_who.pdf>  |
| **5 multiple-choice self-assessment questions** |
| 1) What does wellbeing at work mean and why does it matter?2) What factors influence well-being at work? (list three or more)3) In Maslow’s hierarchy of needs, which level is a “satisfier”?4) Which is a key factor for reducing well being at work?5) What tools of fighting monotony at work actually exist? |
| **Related Material** | [World Health Organization and wellbeing at work (hsl.gov.uk)](https://www.hsl.gov.uk/media/202146/5_kim_who.pdf)[s11553-021-00875-4.pdf (springer.com)](https://link.springer.com/content/pdf/10.1007/s11553-021-00875-4.pdf)<https://www.allianzcare.com/content/dam/onemarketing/azcare/allianzcare/en/docs/Allianz-EIU-Digitalisation-White-Paper.pdf>  |
| **Related PPT** |  |
| **Reference Link** |  |
| **Video in YouTube format (if any)** | <https://youtu.be/g8qLidERkGY> |