



## Introducing the Job Profile of a Manager for Work Well-being to Prevent and Combat Work-related Stress

FEBRUARY 2021

### Newsletter



#### ABOUT WELLY

Project WELLY addresses the impact of the physical and psychosocial work environment on the health and well-being of employees. It's necessary to map competencies that a manager should own to be able to implement a correct approach for preventing and reducing stress at work.

This is what the WELLY project will do and, once the management competencies needed for engendering employee engagement, health and well-being will be identified, the challenge becomes supporting managers to develop these skills and use them in their people management approach.

### O1 - Analysis of the State of the Art on Work Wellbeing

The aim of the first phase of the project was to identify best practices in the management of work stress and well-being management. We made a deep analysis of the State of the Art, in partners' countries, EU and USA and created a summary of literature and collection of case studies of companies that applied tools and rules to manage and guarantee the organizational well-being. Literature data were accompanied by experimental data, collected thanks to the questionnaires administered to employees and SME managers. After matching between experimental data and literature data, we developed a report called "Analysis of the State of the Art on Work Well-being". Thanks to this analysis we found out which indicators need to be collected, monitored and evaluated in order to calculate business case/economic evaluation.

You can read more about the project [here](#) or on the [Project Website](#).

#### Report: a few notes

Which skills should a Well-being manager have? For the technical skills, the results show that respondents put attention on the ability to assess and analyze organizational climate, to assess excessive workloads, to manage unacceptable behaviors. As regards the soft skills, all respondents provided a judgment between "Agree" and "Strongly agree" to skills like Leadership, Teamwork,





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Stress Management, and Communication, which seem to be the soft skills that the well-being manager must necessarily be able to handle completely.

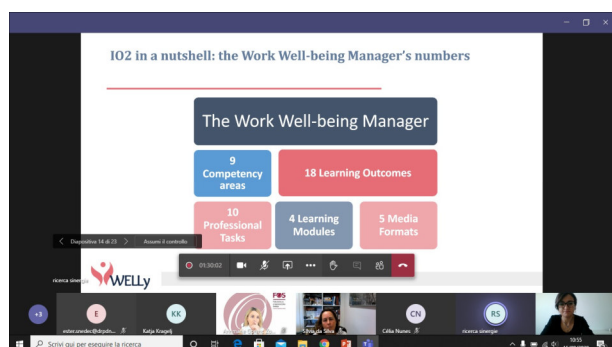
By clicking [here](#) you can download the full version of the report.

### Meeting in Italy...or almost.

Due to the Coronavirus, 2<sup>nd</sup> Transnational Project Meeting, scheduled in Padua (Italy), was held on-line on 15<sup>th</sup> September 2020. The meeting marked the end of the first phase of the project – I.O1 Analysis of the state of the art on work wellbeing – and the beginning of the next one: I.O2 Work Well-being manager professional profile and training curriculum definition.

The next meeting will be in March 2021, at the partner institution ISCTE-IUL, Lisboa, Portugal.

### Gallery



### From our Website

Click [here](#) to discover all the articles published on our site. Website and articles are available in 6 languages: English, Spanish, Italian, Portuguese, Slovenian and Greek.



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**THE IMPORTANCE OF WELL-BEING IN THE WORKPLACE**

May 5, 2020





**THE ROLE OF A MANAGER IN THE WELL-BEING OF THE EMPLOYEES**

June 3, 2020

**INTERVIEW WITH ZINKA KOSEC, AN EXPERT IN THE FIELD OF WELL-BEING IN COMPANIES**

August 27, 2020

All employers want to have professionally trained, motivated and self-initiated employees. And how do they ensure that employees like coming to work or that their only motive is not just the pay check? Why is it... [Read More »](#)



**MANAGING CHANGE IN THE WORKPLACE TO IMPROVE THE WELL-BEING: RESILIENCE AND PROACTIVITY**

July 15, 2020

Change is inevitable in life. In the workplace, change is very frequent: there may be the need for new skills (for example: the implementation of smart working, or learning new working methods), to face a group conflict or to join a new working team, corporate restructuring, job losses, redundancies, etc. Any... [Read More »](#)



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**Next steps**

Intellectual Output 2: WORK WELL-BEING MANAGER PROFESSIONAL PROFILE AND TRAINING CURRICULUM DEFINITION.

What follows is the definition of Professional Profile for managers working in European SMEs.

A tailor-made modular training curriculum that specifically addresses the development of management and psychological skills for the work wellbeing management will be developed to support the acquisition of key high-value competences necessary for the Work Well-being professional profile.







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