



Training Programme for well-being at work

Training and Mentoring Programme Introduction Module:

Definition, dimensions of well-being and its benefits on individual, organisational and country level

CATRO Bulgaria



Co-funded by the European Union

Short description of the module

The Module provides information, practical activities, and resources in two directions:

- 1) definition to well-being and differentiate it from other constructs such as wellness or mental health
- 2) demands for and the benefits of well-being programmes on individual, organisational and country level



Authors from Cardiff Metropolital University define well-being as **the balance point between an individual's resource pool and the challenges faced.**

Learning Units and outcomes

Chapter/Learning Units	Learning outcomes		
1. Defining well-being	Learning outcome 1: Learners will be able to define the main aspects of well-being.		
2. Importance and Benefits of well-being programmes on individual, organisational and country level	<i>Learning outcome 2:</i> Learners will be able to make the difference between well-being and well		

Learning Unit 1: Defining well-being

Text (30 min):

- Challenges to define well-being
- Aspects of well-being: Physical; Emotional or psychological; Social; Spiritual; Intelectual, Economical
- 6 different dimensions of *well-being* and other related constructs: *mental health* and *wellness*

Resources (20 min):

Practical activitiy 1

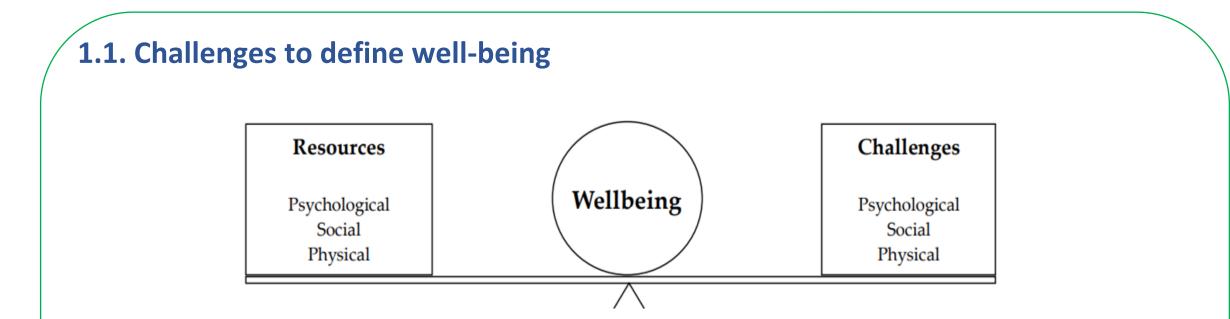
Assessment (10 min):

> 3 questions (Open, Multiple choice , True/False, sentence cmpletion)

Wellness can be seen as the action, whereas well-being can be seen as the outcome.

Well-being on the other hand encompasses the broader *holistic dimensions* of a welllived life

Learning Unit 1: Defining well-being



Stable well-being is when individuals have the psychological, social and physical resources they need to meet a particular psychological, social and/or physical challenge.

Learning Unit 1: Defining well-being

1.2. Aspects of well-being

- ✓ Physical well-being
- \checkmark Emotional or psychological well-being
- ✓ Social well-being
- ✓ Spiritual well-being
- ✓ Intellectual well-being
- ✓ Economic well-being



Learning Unit 1: Defining well-being

1.3. Well-being and other related constructs

Wellness vs Well-being: Is there a difference between the two?

✓ Wellness can be seen as the *action*, whereas well-being can be seen as the *outcome*.

- ✓ Well-being on the other hand encompasses the broader holistic dimensions of a well-lived life.
 - Career well-being: You like what you do every day.
 - Social well-being: You have meaningful friendships in your life.
 - Financial well-being: You manage your money well.
 - **Physical well-being:** You have energy to get things done.
 - . Community well-being: You like where you live.

Learning Unit 1: Defining well-being

Well-being dimension	Meaning for me	Ranking by importance right now	Level of satisfaction on a scale from 1-5
Physical well-being			
Emotional/psychological			
well-being			
Social well-being			
Spiritual well-being			
Intellectual well-being			
Economic well-being			

Practical Activity 1: What are the different dimensions of well-being? **Purpose:** Getting aware of the different aspects of well-being in a group discussion, as well as to assess to what extent they are currently fulfilled in your life.

Learning Unit 2:

Importance and Benefits of well-being programmes on individual, organisational and country level

Text (30 min):

- > Why is well-being important?
- Benefits for individuals, organisations and society
 - *for individuals*: *physical; psychological;*
 - **for organization**: Better employee engagement and increased productivity; Lower absenteeism and turnover; Stronger employer branding; Build employees' resilience; Increases Creativity and innovation; Build and sustain high employee morale; Better Workplace Culture
 - For community: Genes and Personality; Age and Gender; Income and Work; Prevention of Criminal; Social Relationships; well-being society

Resources (20 min):

- Practical activities
- Assessment (10 min):
- > 2 questions (Multiple choice , True/False)

Learning Unit 2:

Importance and Benefits of well-being programmes on individual, organisational and country level

- 2.1. Why is well-being important?
- 2.2. Benefits for individuals, organisations and society
- ✓ Benefits of well-being for individuals
- ✓ Benefits of well-being for organisation
- ✓ Benefits of well-being on national/community level

Learning Unit 2: Importance and Benefits of well-being programmes on individual, organisational and country level

<u>Practical Activity 2: What is the influence of well-being at is the influence of well-being on</u> <u>organisational level? (10 min)</u>

Purpose: Considering the main aspects of individual well-being, listed below, please reflect in 2 groups.

- 1. The main aspects: Physical well-being, Emotional/psychological well-being, Social well-being, Spiritual well-being, Intellectual well-being, Economic well-being
- 2. How do these aspects of your personal well-being related to the following aspects of organisational well-being? Could you please give one positive and one negative example?
- 3. How do the factors from the organisational context (a sample of factors are listed below) impact your personal aspects of well-being? What are the positive correlations and what are the negative ones? Please give at least one example for each of those factors.

Learning Unit 2:

Importance and Benefits of well-being programmes on individual, organisational and country level

Practical Activity 2: What is the influence of well-being on national/community level? (10 min)

Purpose: Since we don't always think about how our behaviour and attitude influence the society and the people around us, **let's think about the influence of our well-being on the society/community**. You can use Mentimeter for this activity.



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