



THRIVE  
@WORK

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***



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

# Learning Unit 1: Defining well-being

## Text (30 min):

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

## Resources (20 min):

- Practical activity 1

## Assessment (10 min):

- 3 questions (*Open, Multiple choice, True/False, sentence completion*)

*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*

# Learning Unit 1: Defining well-being

## 1.1. Challenges to define 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
- ✓ 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

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

**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.

**Thank you** 😊

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