

RESEARCH AIM

There is increasing evidence about the effectiveness of **digital interventions** in workplace mental health promotion.

One of the aims of the H-WORK project is **to evaluate the appropriateness and efficiency** of digital interventions on individual & team level, as well as the benefits of their **combination** in SMEs and public organizations.

In this sub-study, the **combined implementation** of one team- and one individual-level intervention to promote mental health at the workplace will be evaluated.

H-WORK

The aim of the H-WORK project is to investigate not only the effectiveness, but also the principle behind the **multi-level interventions** in SMEs and public workplaces (De Angelis et al., 2020).

Based on a **needs analysis**, appropriate multi-level interventions are offered to the organization to improve their current **mental health** areas.

www.h-work.eu

REFERENCES

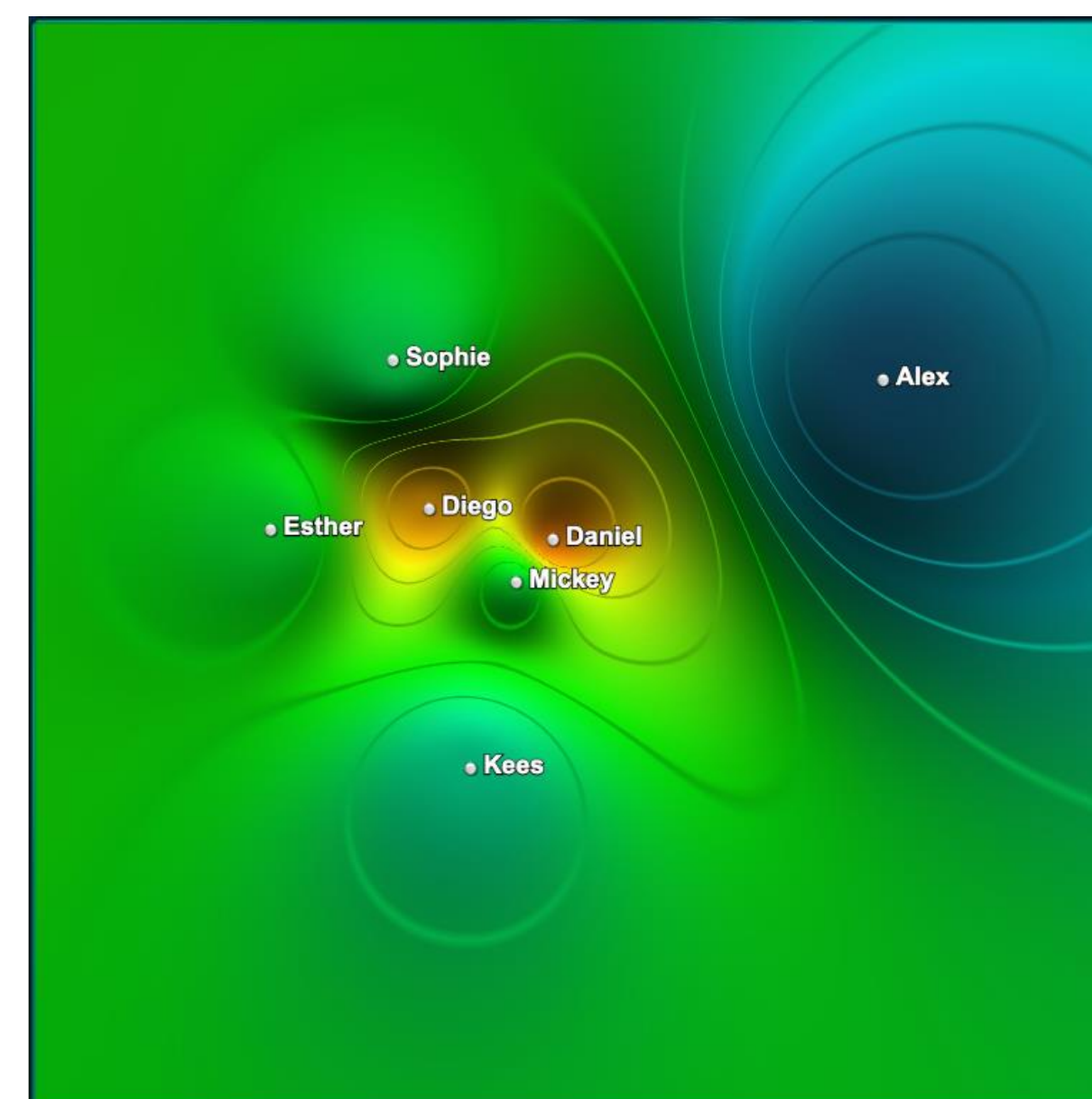
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Sociomapping: A Team Level Intervention



Team-based digital tool which allows leaders and coaches to:

- **Visualize and investigate the current and optimal functioning** of team processes such as communication, cooperation, reliability and trust, or perceived stress, based on team members' quantitative assessment;
- **Create a base for team coaching intervention**, where the team works on the key topics and formulates individual and team action plans to support team well-being and resilience;
- **To provide and receive feedback** in a safe environment and build open feedback culture in practice;
- **To strengthen the team spirit** and foster the team effectiveness (Bahbouh, 2011).

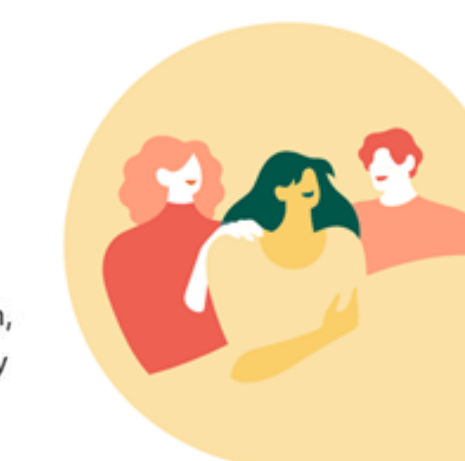
www.sociomapping.com

HelloBetter Online Stress Management Course: An Individual Level Intervention

Goodbye, worries. HelloBetter

Maintain or improve your mental well-being by taking one of our scientifically validated psychological online courses. Combat depression, stress, anxiety, panic and other psychological disorders, accompanied by qualified psychologists and psychotherapists – soon available on prescription!

[Learn more](#)



The HelloBetter Stress Course is a digital intervention, which is based on proven strategies from **cognitive behavioral therapy**.

Within four clinical studies, the course has been proven highly effective and long-lasting in reducing stress (Heber et al., 2016), with **every second person** who completes it **overcoming stress entirely**. There are two versions of e-course included in the project:

- **Stress course** - Goodbye stress, hello relaxation
- **Corona course** - Calm through the crisis

www.hellobetter.de

To try both tools for free or to use them for your research, please e-mail us at:

rudolf.kubik@qedgroup.cz (SOCIO MAPPING)
a.etzelmuller@hellobetter.de (HELLOBETTER)

METHODS

- Organizations and individuals participated in both interventions on a **voluntary** basis.
- Sociomapping intervention includes **three online workshops** in which the teams and individuals develop action plans.
- HelloBetter course contains a total of **eight online training units** full of interactive content.
- A **realist evaluation** approach was adopted to identify the working mechanisms and contextual factors that influence the interventions' outcomes.

SETTING

- **17 teams** (CZE SME) and **10 teams** (IT public hospital) take part in Sociomapping.
- Approx. **50 employees** (CZE SME) and **70 employees** (IT public hospital) take part in HelloBetter stress intervention.
- Implementation started in **February 2021** in Czech Republic and in **May 2021** in Italy.

EXPECTED RESULTS

- Insights on the **contextual factors** that influence implementation
- Improved effectiveness of the combined multi-level intervention with relation to
 1. **team cohesion** and connectedness among team members
 2. team and individual **resources** to manage workload and uncomfortable stress
 3. identification of the **primary sources** of stress on the team and individual level
 4. awareness about **team dynamics** and work-related stress
 5. individual and team **well-being**.