

Promoting mental health in the workplace.

From need analysis to multilevel interventions in the H-WORK project

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H-WORK

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H-Work Project



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 847386.



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H-work - Multilevel interventions to promote mental health in SMEs and public workplaces

- **Horizon 2020**
- **Call:** H2020-SC1-BHC-2018-2020. Better health and care, economic growth and sustainable health systems
- **Topic:** Mental health in the workplace (SC1-BHC-22-2019)
- **Type and action:** RIA

- € 3 987 000
- **Start** 1st of January 2020, end 30th of June 2023 (3 months extended)
- **Kick-off** in Bologna in January 2020

AIM:

- H-WORK project has the purpose of **designing, implementing** and **validating** effective **multi-level** assessment and intervention **toolkits, evaluating** individual and organizational outcomes of the adopted measures and provide further **innovative** products and services.



14 partners

9 European countries

Different partner types:

- 7 Universities
- 2 SMEs
- 2 European Associations/Networks
- 1 Public Health Service
- 1 Private company
- 1 No-profit organisation

Theoretical framework

- **Pillar 1: Multilevel interventions**
 - IGLD (Individual, group, leader, organisation)
- **Pillar 2: Bottom-up**
 - Inclusion and participation of employees
 - Inclusion of stakeholders
- **Pillar 3: Positive occupational health psychology**
 - Holistic approach
 - Prevention and promotion
 - Reducing demands and strengthening resources

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- **HAT (H-WORK Assessment Toolkit)**
 - Protocol for needs analyses
 - Questionnaire for distal and proximal measures for effect evaluation of the interventions.
- **HIT (H-WORK Interventions Toolkit)**
 - Tool box for different interventions at the IGLD-levels
- **HET (H-WORK Evaluation Toolkit)**
 - Tools for process evaluation



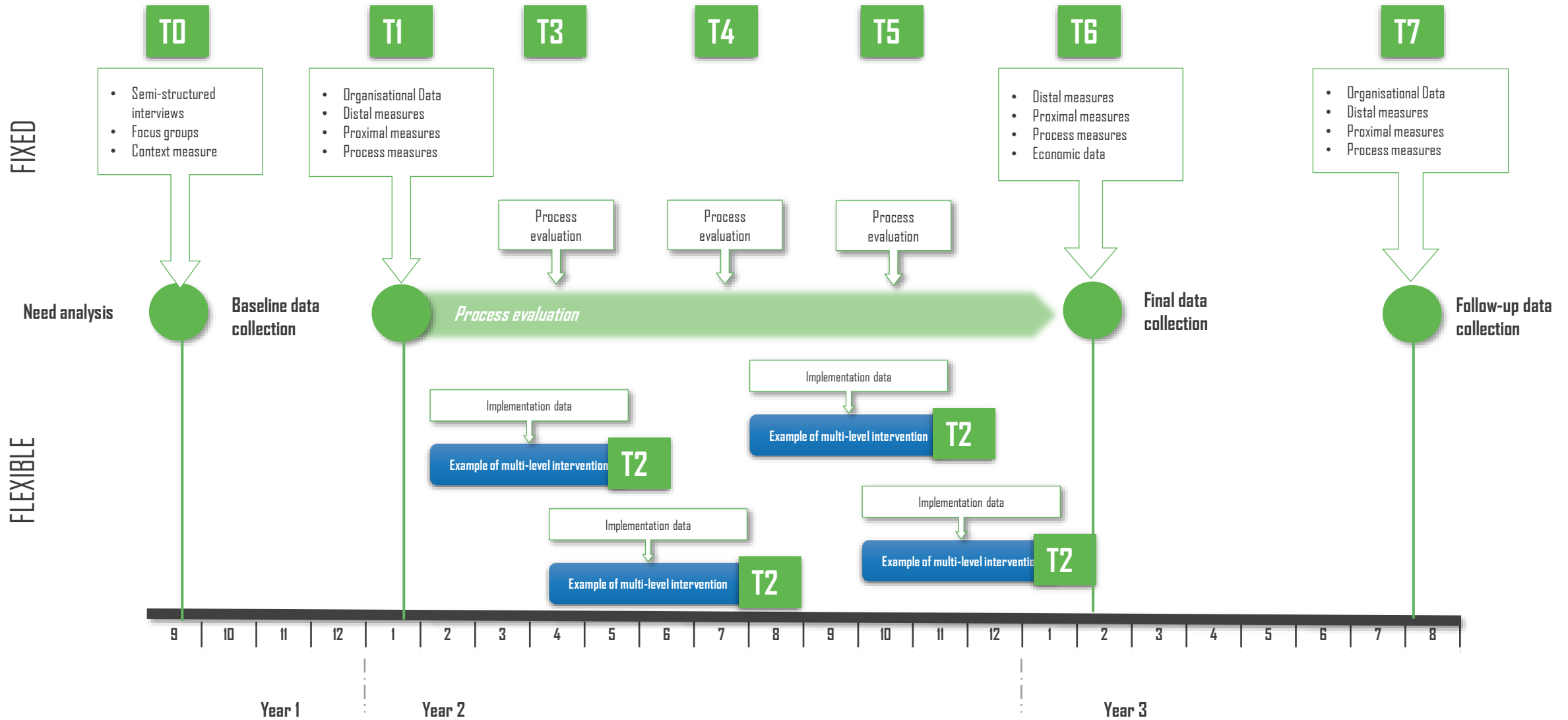
- **Innovative platform**



Data collection design

Comprehensive overview

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Needs analyses for targeting multilevel organizational interventions to improve mental health and well-being – the H-WORK needs assessment tool (HAT).

Marit Christensen et al.



Adapting the Process of Mental Health Needs Analysis and Action Planning to Online & Hybrid Settings: Lessons Learned During Covid-19

Cristian Vasquez et al.



Promoting mental health in the school setting: from needs analysis to a team-level intervention

Giulia Pegann et al.



The strengths-based team crafting intervention for project teams: development, implementation and initial results

Machteld van den Heuvel