

The Design and Implementation of a Workplace Individual- and Leader-level Intervention to Promote Mental Health in Junior University Teachers

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H-WORK

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H-Work Project

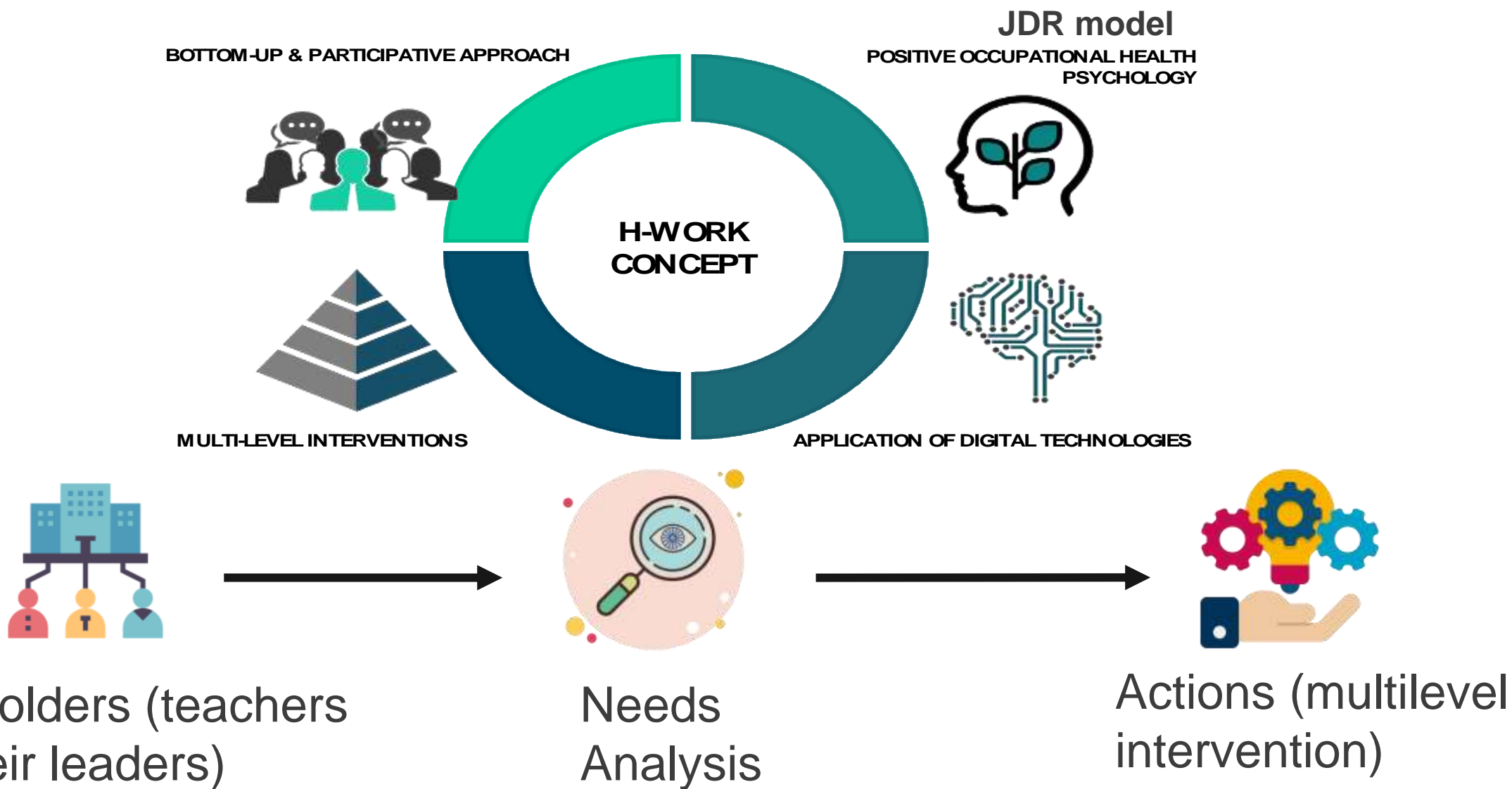
RG



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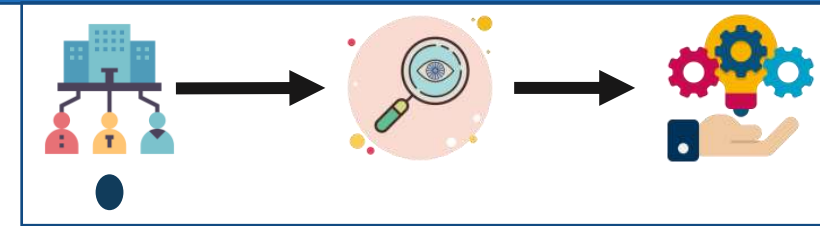


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Step 1: Stakeholders & setting

FOLLOW US



I-level



Junior teachers

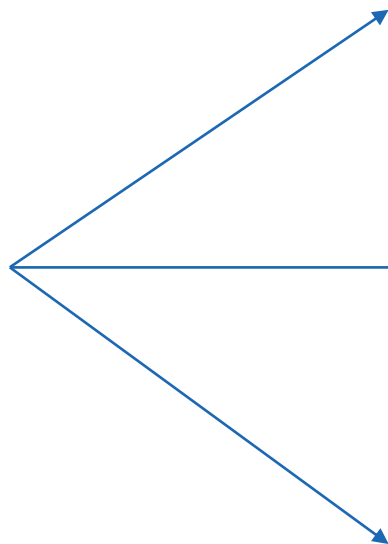
- Temporary contract
- 22-30 years old
- Different departments

L-level



Department leaders

- Supervision of junior lecturers
- Professors



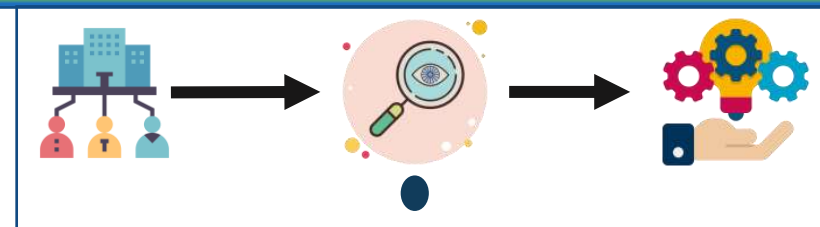
8 Interviews with leaders



2 Focus groups with teachers (n = 5)

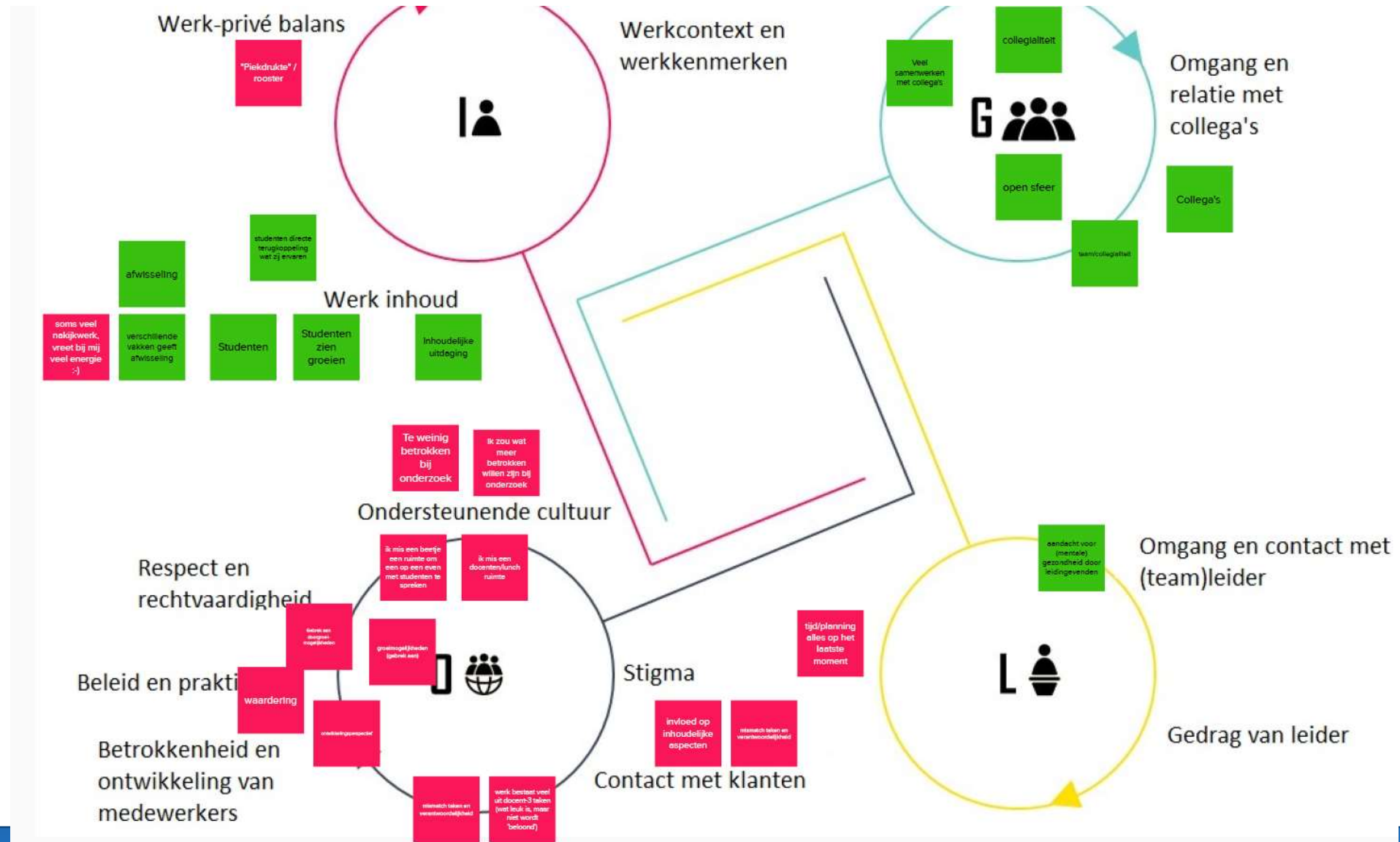


Context measure

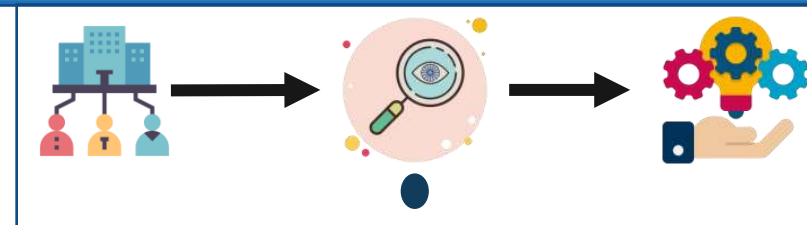


Example:

- Using Mural to identify job demands and resources on the IGLO levels



Colour coding themes with JD-R



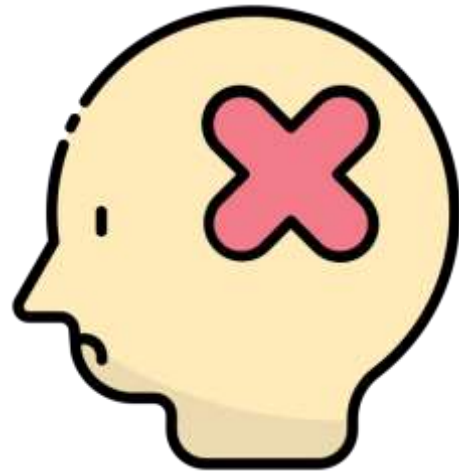
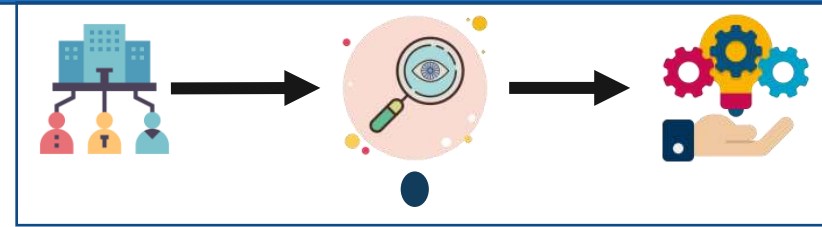
Green

- Job resources, e.g.,:
- Leader support
 - Autonomy
 - Colleague support



Red

- Job demands, e.g.,:
- Job insecurity
 - Lack of leadership
 - Workload



Career uncertainties

Appreciations & Recognition by leaders

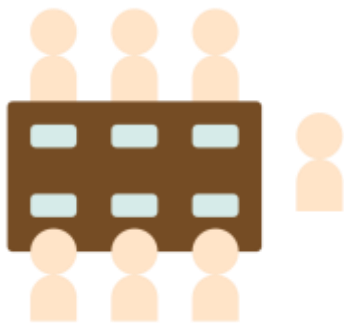
High work load

Stakeholder meeting

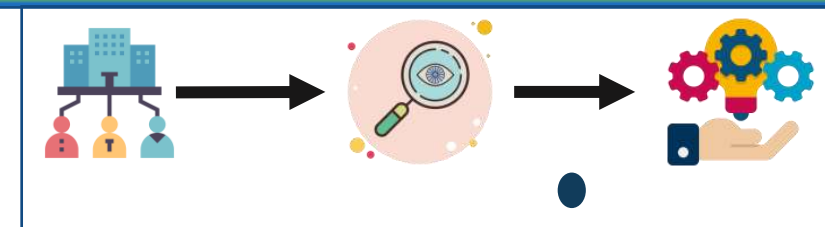
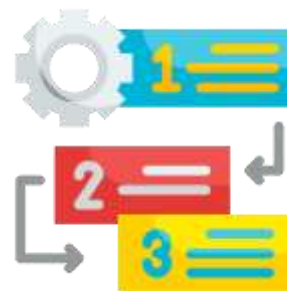
FOLLOW US



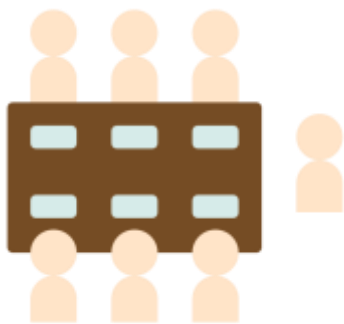
Meeting 1



Prioritize demands



Meeting 2



Choose actions, appropriate for prioritized demands



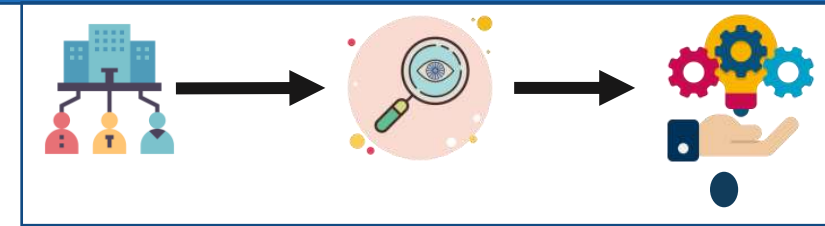
We (researchers) brainstormed before this second meeting on possible actions



Career Crafting

Goal: support teachers in their **career possibilities**. Developing **proactive career behaviours**.

- 1 session of 4h.
- Based on **job crafting**
- Initiate changes for their future career developments with **action planning**



Leadership intervention

Goal: to support senior and middle managers on the development of leader **coaching skills**

- 1 intake session, and 1 session of 4h
- Based on **positive leadership**
- Reflect on leadership behaviors with focus on **collaboration, support and guidance**





Career uncertainties



Career Crafting

Appreciations & Recognition by leaders



Leadership intervention



Take-aways:

- Structured approach like the H-WORK approach helpful in boosting mental health
- Important to include stakeholders on different levels

Lessons learned:

- Thorough needs analysis is important
- Actions on multiple levels is important
- Take different stakeholders into account

Available for everyone → online platform (<https://www.mentalhealth-atwork.eu/>)

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