

First newsletter

It is far easier to notice stress has climbed in through our office-windows than to find methods for coping with it. The principal objective of the just started SPAT project (Stress Prevention Activities Training) that will be realized from EU funding (Leonardo Sub-Program under the EU's Lifelong Learning Program) is to promote effective risk assessment, prevention of work-related stress and training related stress, to raise awareness on the importance of preventing actions and to support employees of SMEs. The project has an international relevance, and now Bulgaria, Slovakia, Hungary and Greece takes part in holding trainings as well. If you are interested in the training as a unique opportunity while it is still in its pilot phase in 2010 May in Hungary, June in Bulgaria and Slovakia, or would like to know more and contribute to the results, you will find the details here:

Why to bother?

There are now more work demands than ever before. Stress is recognized as one of the most important work-related problems, and is linked to work organization in new knowledge-based economies. A need for stress prevention activities is to be measured with our questionnaires, to which we will kindly ask your contribution at the following link: <http://www.stress-management.hu>

Symptoms of work-related stress are many and varied, such as mood swings, behavioral changes, decreased effectiveness or productivity at work, feelings of inadequacy, inability to concentrate, excessive smoking, increased use of alcohol and medicines, and health problems.

Uncontrolled stress can, at its worst, lead to work fatigue. Work fatigue is the reaction people have to excessive demands or pressures. You suffer from great fatigue and exhaustion and the normal amount of sleep and rest doesn't seem to be enough. Work fatigue is bad for your

work and can manifest itself in lowered professional self-esteem and in an increased feeling that you can't cope at work.

Work-related stress affects organizations at every level. Uncontrolled stress can have a negative impact on customer service, quality, productivity and efficiency. In addition to the aforementioned problems, work absence (due to illness or otherwise) and its economical effects can also be measured.

The experience of stress is different for every person. Some people are affected more than others, but when individual employees suffer from work-related stress, it affects the whole organization. Stress can be caused by a number of factors, but it is very often the result of a combination of confusion about duties and responsibilities, too much or too little work or responsibility and lack of job development. Recent studies suggest that employee well-being can be better safe-guarded by providing the staff with the tools to recognize the early signs and problems inherent in work-related stress.

How to deal with stress then, what will I gain?

The aim of this course is to develop the participants' knowledge and skills in recognizing the indicators of work-related stress, in assessing stress-related risks and in identifying and tackling the structural problems that cause stress in working life. This training course will educate on the know-how and skills to recognize work-related stress, conduct risk assessment for the prevention of work stress and manage stress at work.

After training participants are expected to:

Recognize what work-related stress is understand its effects assess stress-related risks introduce measures to prevent work-related stress solve work-stress related problems take actions to manage work-related stress promote well-being at work



By investing in stress management, a great deal can be done to prevent and control work-related stress and avoid problems, work-related illnesses and accidents at work. Studies suggest that people with the knowledge and skills to cope with stress are less likely to be absent from work owing to sickness or injury.

The results of the SPAT-project

SPAT outcomes include a curriculum and training material for the assessment and prevention of stress factors, where:

The curriculum addresses different sectors:

- SME employees
- Trainers and trainees

The training material includes:

- A book
- A CD-ROM
- Case studies
- Role play games
- A trainers' guide



What are the benefits now?

Pilot tests are to take place on the 27th and 28th of May 2010 in Kecskemét, 1st and 2nd of June in Kosice and 14th and 15th of June in Varna. As an opportunity for SMEs (in the agricultural sector), we offer a unique opportunity to sign up for participation free of charge this year thanks to EU funds.

The first group of pilot tests will be announced for those employees or managers of SMEs who are interested in becoming trainers and hold a few Stress-prevention trainings for applicant organizations.

If you are interested, please find our contact details on the home page:

<http://www.stress-management.hu>

and our contacts below. You can apply by e-mail, or by phone:

in Hungary:

Orsolya Dene deneorsolya@homokhatsag.hu

In Slovakia:

Zuzana Maliková zuzana.malikova@tuke.sk

In Bulgaria:

Velko Naumov v_naumov2001@yahoo.co.uk

We wish you a pleasant time and an unstressed, enjoyable work.

Best regards,

The SPAT-team