Poster – #EIE2021

H-WORK: Implementing team and individual digital interventions to promote mental health.

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Research aim

Evaluate the appropriateness and efficiency of digital interventions on individual & team level, as well as the benefits of their combination. The H-WORK project aims to create, apply and test multi-level interventions to promote mental health at the workplace. In this context, mental health is considered a relevant topic of the organization as a whole.

Methods

In this project, we focused on creating and implementing digital tools which help employees to manage work-related stress on an individual and team level. Two main digital interventions tools are implemented in this research:

- Sociomapping: a team level intervention which allows to visualize and investigate team processes such as communication, cooperation, level of work overload, or perceived stress, based on team members' quantitative assessment. Based on this input, the Sociomapping tool develops models of the current and optimal team functioning state that serves as a base for team coaching intervention and the development of individual and team action plans
- HelloBetter Stress Intervention: an individual level online stress management course. Within four clinical studies, the course has been proven highly effective and long-lasting in reducing stress, with every second person who completes it overcoming stress entirely. The course is based on proven strategies from cognitive behavioral therapy, and contains a total of 8 online training units of around one hour each. The combination of these two online tools are implemented in three European organisations.

The interventions will be implemented in three test sites in two countries:

- Czech Republic
  - a medium-sized business organization that consists of 17 teams (approximately 150 employees).
  - A medium-sized business organisation which consists of 20 teams (approx. 200 employees)
- Italy
  - Public hospital that consists of 3000 employees involved in the project

A realist evaluation approach is adopted, which aims to identify mediators (i.e., working mechanisms) and contextual factors (i.e., moderators) that influence the interventions' outcomes.

Key findings

This new intervention model which combines Sociomapping as a digital team-level intervention and HelloBetter online stress course as an individual digital intervention has started successfully. Implementation of both interventions and data collection has been in progress.

Discussion

- The effect of usability of both digital interventions on acceptance and adoption by the organizations and employees.
- Benefits of a combined approach of both interventions for mental health promotion.