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DeSTRESS

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A. LEARNING OUTCOMES



The following learning outcomes are focused on what the learner (the employee) will know and/or will be able to do after using the DeSTRESS platform.

1. Techno-overload – Scenario 2

Techno-overload refers to an ICT's potential to drive an employee to work faster and longer.

1.1 Learning Outcomes for Techno-overload

a. For employees

At the end of the DeSTRESS training modules each employee participating will be able to...

... recognise when working too fast and will be able to program her/his speed's execution.

... recognise when working more than what she/he can handle and will be able to program her/his goals.

... demonstrate the ability in the workplace to take a break, turn off the screen and go outside from time to time.

... demonstrate the ability to turn on the e-mail filters and consider filtering out everything except relatively urgent messages.

... assess realistic work demands according to her/his working hours.

... demonstrate the ability to not work during non-working hours in order to meet excessive work demands.

... demonstrate the ability to stop using multiple devices at the same time on multiple tasks.

... gain autonomy in which, to a certain extent, she/he will define the structure of her/his work (e.g. time schedule), especially if working remotely.

Key Competences

- ✓ Decision making
- ✓ Planning and organizing
- ✓ Initiative/Independence
- ✓ Self-management
- ✓ Resilience

b. For employers

At the end of the DeSTRESS training modules each employer participating will be able to...

- ... recognise when employees are working too fast and help them program their speed's execution.
- ... recognise when employees are working more than what they can handle and readjust their workload or help them prioritise the multiple requests.
- ... allow regular breaks which will help employees to relax and disconnect.
- ... review working hours and define times in which work devices have to be switched off.
- ... demand realistic work tasks according to the employees' time and capacities.
- ... provide training (formal and informal) to help employees cope with work demands, even the ones who are telecommuting.
- ... provide clear guidelines and tools of the digital resources available to employees working remotely, so that they can alleviate their workload.
- ... advise employees on not working longer hours, not working through breaks and/or lunch or not trying to compensate on non-working hours.

Key Competences

- ✓ Organization and Task Management ✓ Motivational Skills ✓ Emotional Intelligence
- ✓ Delegation ✓ Leadership skills