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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.

2. Techno-invasion - Scenario 3

Techno-invasion: this refers to an ICT's potential to invade an employee's personal life when performing job tasks, because employees can be reached at any time and they may feel the need to be constantly connected.

2.1 Learning Outcomes for Techno-invasion

2.1a. For employees

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

- ... identify if she/he is spending less time with her/his family due to technology.
- ... recognise if she/he is having to work even during vacations.
- ... recognise if her/his personal life is being invaded by technology.
- ... demonstrate the ability to not response or check work mailbox during non-working time.
- ... establishes boundaries to technologies' use.
- ... report to superiors when personal time is not being respected.

Key Competences

✓Judgement/decision making ✓Communication ✓Initiative ✓Self-management

2.1b. For employers

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

- ... not contact employees by phone, e-mail or other digital sources outside their working hours, when they are on leave or 'off-duty'.
- ... establishes boundaries to technologies' use.
- ... advise employees on speaking up when they feel like their personal time is not being respected.
- ... request employees' availability to respond in non-working time.

... ensure that jobs that encompass IT tasks do not compromise or invade employees' personal life.

Key Competences

✓Delegation ✓Interpersonal skills ✓Communication skills ✓Empathy ✓Supportiveness