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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.

### **4. Techno-insecurity - Scenario 5**

*Techno-insecurity: this refers to situations where users feel threatened about losing their jobs.*

#### **4.1. Learning Outcomes for Techno-insecurity**

##### **4.1a. For employees**

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

- ... inquire about her/his role and responsibilities while discussing any role conflict that may exist (technology or non-technology related).
- ... assess which are company's technological expectations regarding her/his role.
- ... ask for feedback of her/his work in order to know what is required of her/him.
- ... admit and speak up when she/he does not understand certain IT tasks without worrying that she/he will be inferior to others.
- ... share knowledge without the fear of being replaced by a colleague or IT.

#### **Key Competences**

- ✓Communication
- ✓Self-confidence
- ✓Personal Motivation
- ✓Resilience
- ✓Teamwork

##### **4.1b. For employers**

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

- ... clarify and openly discuss with employees their roles and responsibilities.
- ... clearly state the company's technological expectations regarding each employee's role.
- ... provide regular feedback of employees' work in order for them to know what is required of them.
- ... use technologies as a communication mean to bring employees close.
- ... promote an organisational culture of trust and support.

... promote a good communication among employees, including those telecommuting.

... be aware and stop any uncivil, bullying or harassment that is being conducted on-line.

... define and state the rules, procedures and policies about digital use (e.g. the do's and don'ts when writing e-mails).

**Key Competences**

- ✓Organizational and planning skills
- ✓Communication Skills
- ✓Emotional Intelligence
- ✓Problem solving skills
- ✓Motivational skills
- ✓Supportiveness
- ✓Team Building skills