

## **Course Syllabus: Mental well-being in the organization - Psychological Skills Training**

### **Course description:**

The workshop is designed for people interested in mental health in an organization.

The goal of the class is to develop one's mental resilience and strengthen one's leadership competencies, especially in the area of caring for the mental well-being of people in organizations. The course aims to encourage participants to reflect on their role in the organization and responsibility for their mental health.

The workshop addresses various aspects of mental health in organizations.

The topics of the workshop oscillate around 3 blocks:

- mental well-being as seen from the level of the entire organization
- mental well-being of the employee in relation to the organization
- mental well-being and caring for it from an individual perspective.

During the course, various situations that may occur in the organization are modeled and then possible solutions and the consequences of these solutions are discussed.

Upon completion of the course, the student:

- understands how unethical actions affect mental well-being in the organization.
- the student understands how the discussed practices in the organization affect the mental well-being of employees and how they can be managed.
- can diagnose the problems that may arise in the organization that affect the mental well-being of employees and knows how to solve them.
- can plan their own work so as to take care of their own mental well-being in taking care of other colleagues as well.

**Assessment methods and criteria:**

- Attendance during both days of the workshop. Acceptable absence during the workshop is 15% of the time.
- writing a paper on self-reflection after the workshop

**Literature:**

Alberti, R., & Emons, M. (2008). *Your Perfect Right: A Guide to Assertive Behavior*. San Luis Obispo, CA: Impact Press.

Neff, K., & Germer, C. (2018). *The Mindful Self-Compassion Workbook: A Proven Way to Accept Yourself, Build Inner Strength, and Thrive*. New York, NY: Guilford Press.

Kabat-Zinn, J. (2013). *Full catastrophe living, revised edition: how to cope with stress, pain and illness using mindfulness meditation*. Hachette UK.

Strycharczyk, D., & Clough, P. (2015). *Developing Mental Toughness: Coaching strategies to improve performance, resilience, and wellbeing*. (2 ed.) Kogan Page Ltd.

Viorst, J. (2010). *Necessary losses: The loves, illusions, dependencies, and impossible expectations that all of us have to give up in order to grow*. Simon and Schuster.

**Guidance:**

Workshops are best conducted in a circle on comfortable seats.

The circle helps maintain communication.

The optimal number of participants is 14-18 people. This will allow for full participation by all. It is recommended to have two trainers: one on substantive matters, the other focused on the group process.

Registration should be voluntary, which allows for committed participants.

The final paper based on self-reflection is: what did you take away from the workshops? How does what you learned apply to your everyday life? - Evaluation of this work involves assessing the effort put into the analysis.

The final work is intended to motivate participants for active reflection, which stimulates learning.

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