

**Work-Ability triggers**
**PERSONAL AREA**

<b>Self-regulation</b>	<ul style="list-style-type: none"> <li>• Awareness and expression of personal emotions, thoughts, values, and behaviour</li> <li>• Understanding and regulating personal emotions, thoughts, and behaviour, including stress responses</li> <li>• Nurturing optimism, hope, resilience, self-efficacy and a sense of purpose to support learning</li> </ul>	<i>How would you perceive work-ability complaint solutions for your organisation?</i>
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>• Readiness to review opinions and courses of action in the face of new evidence</li> <li>• Understanding and adopting new ideas, approaches, tools, and actions in response to changing contexts</li> <li>• Managing transitions in personal life, social participation, work and learning pathways, while making conscious choices and setting goals</li> </ul>	<i>How would you implement work-ability compliant solution into your organisation?</i>
<b>Wellbeing</b>	<ul style="list-style-type: none"> <li>• Awareness that individual behaviour, personal characteristics and social and environmental factors influence health and wellbeing</li> <li>• Understanding potential risks for wellbeing, and using reliable information and services for health and social protection</li> <li>• Adoption of a sustainable lifestyle that respects the environment, and the physical and mental wellbeing of self and others, while seeking and offering social support</li> </ul>	<i>How would you increase the work-ability of your organisation and the “ability to work” of your employees?</i>

**SOCIAL AREA**

<b>Empathy</b>	<ul style="list-style-type: none"> <li>• Awareness of another person’s emotions, experiences and values</li> <li>• Understanding another person's emotions and experiences, and the ability to proactively take their perspective</li> <li>• Responsiveness to another person’s emotions and experiences, being conscious that group belonging influences one’s attitude</li> </ul>	<i>How do you think your employees perceive the work-ability of your organisation?</i>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Awareness of the need for a variety of communication strategies, language registers, and tools that are adapted to context and content</li> <li>• Understanding and managing interactions and conversations in different socio-cultural contexts and domain-specific situations</li> <li>• Listening to others and engaging in conversations with confidence, assertiveness, clarity and reciprocity, both in personal and social contexts</li> </ul>	<i>How would you valorise the work-ability of your organisation and the ability to work of your employees?</i>
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>• Intention to contribute to the common good and awareness that others may have different cultural affiliations, backgrounds, beliefs, values, opinions or personal circumstances</li> <li>• Understanding the importance of trust, respect for human dignity and equality, coping with conflicts and negotiating disagreements to build and sustain fair and respectful relationships</li> <li>• Fair sharing of tasks, resources and responsibility within a group taking into account its specific aim; eliciting the expression of different views and adopting a systemic approach</li> </ul>	<i>Who could help you in strengthening the work-ability of your organisation and the work-ability related satisfaction of your employees?</i>



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**LEARNING TO LEARN AREA**

<p><b>Growth mindset</b></p>	<ul style="list-style-type: none"> <li>• Awareness of and confidence in one's own and others' abilities to learn, improve and achieve with work and dedication</li> <li>• Understanding that learning is a lifelong process that requires openness, curiosity and determination</li> <li>• Reflecting on other people's feedback as well as on successful and unsuccessful experiences to continue developing one's potential</li> </ul>	<p><i>How can you strengthen the building block of your house of workability?</i></p>
<p><b>Critical thinking</b></p>	<ul style="list-style-type: none"> <li>• Awareness of potential biases in the data and one's personal limitations, while collecting valid and reliable information and ideas from diverse and reputable sources</li> <li>• Comparing, analysing, assessing, and synthesising data, information, ideas, and media messages in order to draw logical conclusions</li> <li>• Developing creative ideas, synthesising and combining concepts and information from different sources in view of solving problems</li> </ul>	<p><i>How can you improve the work-ability of your organisation and what resource you would need in the process?</i></p>
<p><b>Managing learning</b></p>	<ul style="list-style-type: none"> <li>• Awareness of one's own learning interests, processes and preferred strategies, including learning needs and required support</li> <li>• Planning and implementing learning goals, strategies, resources and processes</li> <li>• Reflecting on and assessing purposes, processes and outcomes of learning and knowledge construction, establishing relationships across domains</li> </ul>	<p><i>How would you envision the work-ability of your organisation in five years from now?</i></p>



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