

Work-Ability triggers
PERSONAL AREA

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

SOCIAL AREA

Empathy	<ul style="list-style-type: none"> • Awareness of another person’s emotions, experiences and values • Understanding another person's emotions and experiences, and the ability to proactively take their perspective • Responsiveness to another person’s emotions and experiences, being conscious that group belonging influences one’s attitude 	<i>How do you think your employees perceive the work-ability of your organisation?</i>
Communication	<ul style="list-style-type: none"> • Awareness of the need for a variety of communication strategies, language registers, and tools that are adapted to context and content • Understanding and managing interactions and conversations in different socio-cultural contexts and domain-specific situations • Listening to others and engaging in conversations with confidence, assertiveness, clarity and reciprocity, both in personal and social contexts 	<i>How would you valorise the work-ability of your organisation and the ability to work of your employees?</i>
Collaboration	<ul style="list-style-type: none"> • Intention to contribute to the common good and awareness that others may have different cultural affiliations, backgrounds, beliefs, values, opinions or personal circumstances • 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 • 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 	<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>Growth mindset</p>	<ul style="list-style-type: none"> • Awareness of and confidence in one's own and others' abilities to learn, improve and achieve with work and dedication • Understanding that learning is a lifelong process that requires openness, curiosity and determination • Reflecting on other people's feedback as well as on successful and unsuccessful experiences to continue developing one's potential 	<p><i>How can you strengthen the building block of your house of workability?</i></p>
<p>Critical thinking</p>	<ul style="list-style-type: none"> • 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 • Comparing, analysing, assessing, and synthesising data, information, ideas, and media messages in order to draw logical conclusions • Developing creative ideas, synthesising and combining concepts and information from different sources in view of solving problems 	<p><i>How can you improve the work-ability of your organisation and what resource you would need in the process?</i></p>
<p>Managing learning</p>	<ul style="list-style-type: none"> • Awareness of one's own learning interests, processes and preferred strategies, including learning needs and required support • Planning and implementing learning goals, strategies, resources and processes • Reflecting on and assessing purposes, processes and outcomes of learning and knowledge construction, establishing relationships across domains 	<p><i>How would you envision the work-ability of your organisation in five years from now?</i></p>



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