

## Newsletter #1

### THE FIT-MANAGERS PROJECT

#### ► What is it all about?

Fit-Managers is a Leonardo da Vinci project which aims to reduce the effect of stress at work. An innovative training program to teach managers (medium level and executives) how to deal with stress is being developed.

#### ► How advanced is the project?

So far, the project as at its research stage. Researchers have been identified in four European countries: Lithuania, Portugal, Romania and Spain.

The researchers are carrying out a survey to know how stress affects the professional and personal daily life of middle and executive managers. A questionnaire will be answered by 100 managers from the 4 countries.



*A brochure of the project is available!*

In parallel, the researchers are also conducting interviews on 40 experts and researchers from fields such as: medicine, nutrition, sport, coaching, labor risk prevention, etc. They will help define how their field of expertise may contribute to help managers deal with stress at work.

#### FOCUS: What is work-related stress?

Work-related stress is an issue that has received increasing attention within Europe. In 2004, after nine months of negotiations, the European social partner organisations signed a framework agreement on work-related stress recognising that identifying, preventing and managing it was both necessary and possible.



The European Foundation for the Improvement of Living and Working Conditions (Eurofound) defines work-related stress as: « a pattern of reactions that occurs when workers are presented with work demands that are not matched to their knowledge, skills or abilities, and which challenge their ability to cope ».

Eurofound points out that physical and psychological characteristics, such as physical fitness or a high level of optimism play an essential role in the development of stress reactions. Individually directed interventions aiming at adapting individuals to their environment are recognised as most effective to face the effects of stress.

### NEXT STEPS

#### ► Fit-Managers On-line Community:

The partners and researchers involved in the development of the Fit-Managers project are part of an on-line community. Both managers and experts are warmly welcomed to join us to participate in discussions, share information and access the final training product . Come visit: [www.fitmanagers.eu](http://www.fitmanagers.eu)



#### ► The development stage:

A report of the main findings from the survey on managers and the interviews of experts will be prepared and submitted for evaluation at European level. The researchers will thus map the Health-Nutrition-Sport-Attitudes diamond, which will be the base for the development of the training program. The development stage should then begin in September 2011.