

Newsletter #2

THE SURVEY ON MANAGERS' NEEDS

► Methodology:

Legal coordinator:



Confederación de Cuadros y Profesionales
www.confuadros.com

In order to know how stress affects the professional and personal daily life of managers, the FIT-MNG team has drafted a questionnaire, which has been submitted to the FIT-MNG online community.

This questionnaire has been answered by 160 managers from 4 European countries: Lithuania, Portugal, Romania and Spain. It looks at managers' working environment, their personal habits and health issues.

Operational coordinator:



Instituto de Formación Integral-IFI
www.ifionline.com

► The target group:

The questionnaire was specifically addressed to managers, whose hierarchical position varies between middle and executive managers. Most of them hold at least a University degree.

Slightly more men than women have answered, but the balance varies greatly from one country to another. Respondents are mostly aged between 26 and 55 and a majority has children.

In general the respondents work in SME's except in Spain, where 90% of the target group works in companies with more than 500 employees.

► First results:

The working environment:

Quite expectedly managers work long hours, in average 40 to 42 hours a week, often staying overtime. Time pressure is significant in their job. Regarding the working atmosphere, it appears that most respondents benefit from internal support within the company to carry out their tasks. In general verbal or written aggression within the company is not a problem for these managers. Looking to the future, it should be noted that a majority of respondents expressed some concern on whether their job would continue to exist.

FOCUS: a European panel reviewing the FIT-MNG research report

A general report presenting the main conclusions from the research stage (including both the results of the survey on managers and recommendations from the experts) will be prepared over the summer by the FIT-MNG team.

This research report will be submitted to a European panel for consultation. CEC European Managers will be setting up the panel comprising specialists from trade-unions and associations for managers, as well as other relevant stakeholders.

If you are interested in joining the European panel, please get in touch with CEC or check the FIT-MNG website: www.fit-managers.eu

Type of reactions to stress:

Reactions to stress are very diverse and also take different forms from one person to another. However some specific reactions seem to prevail for managers, such as a sense of exhaustion at the end of the workday, or the feeling of never stopping to think.

Health issues:

The questionnaire also looked at the physical condition and potential addictions of the respondents.

Regarding addictions, 75% of the respondents drink coffee, with an average of 2 per day and 18.75% smoke an average of 10 to 14 cigarettes per day. As for the physical condition: 40% of the respondents admit not practising sport.

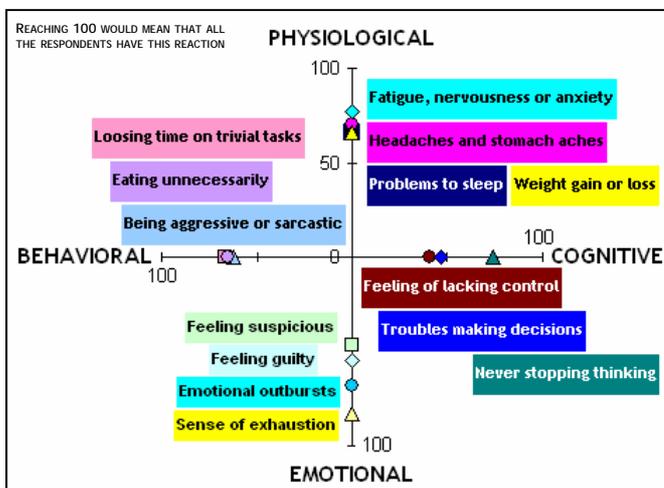
NEXT STEP

► Interviewing experts:

Researchers from the FIT-MNG team are currently conducting interviews with experts, to collect their recommendations on:

- the role of the Health-Nutrition-Sport-Attitudes diamond in reducing stress at work,
- how training and coaching methods can be applied to an online program for managers.

About 40 interviews are expected to be conducted with experts from fields such as: medicine, nutrition, sport, coaching or labour risk prevention. A report presenting the main recommendations of the experts should be available to the FIT-MNG online community in August 2011.



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