



DISAWORK

Development and Implementation of a Social Emotional Approach to the Workplace

November 2022

EMOTIONS FOR SUCCESS

The handbook

The handbook is a collection of 30 case studies from all 5 partner countries, showing strategies and decisions made in companies to improve the working climate, stimulating employees to create good and solid human relationships with managers and fellow co-workers.

What is the goal?

The goal of the compendium is to raise awareness of the importance of an emotional balanced atmosphere in the workplace, and highlight how this fact, far from being just a matter of fellowship and good feelings is a key aspect in the productivity of a company. Happy people work more and better, but unfortunately it seems that not everybody has realised it. This output will show that emotions have a direct effect on the profit and loss account.



The handbook is the contribution of six organizations and contributes to paving the way to engage organizations, their leaders and employees in Emotional Intelligence.

It is available in English, but also in German, Greek, Spanish, Italian and Romanian.

PROJECT PARTNERSHIP



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The draft of the handbook took particularly into account the concept of emotional salary, which varies from company to company, but basically includes:

- A good work environment.
- Personal and professional development.
- Compatibility with personal life.
- Having a voice in the company.
- Culture of company.
- Commitment and retention of talent.

Every practice is divided into two parts:

1) it provides the reader with an overview of the country where the practice is implemented, the sector, the size of the organization and its description, and a summary of the good practice;

2) it includes its rationale, goals, impact, the skills included and the lessons learned, with an additional section dedicated to the useful resources.



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