MASTERCLASS · TRAINING PROGRAMME

COPSOQ III

Planning, assessment, interpretation and intervention plan

hygge
Organizational Mental Health Promotion Project
By João Paulo Pereira

6 HOURS / IN PERSON OR ONLINE

A practical programme on COPSOQ III: prepare the application, collect and process data, interpret results and design an intervention plan from them.

Objectives

- Understand the structure of COPSOQ III and its dimensions.
- Prepare the application: sample, communication, deadlines and confidentiality.
- Process and interpret results with criteria.
- Translate results into a followed-up intervention plan.

Themes and training dynamics

30 min	**What COPSOQ III is**	Origin, dimensions and versions. What it measures well and what it does not.
45 min	**Preparing the application**	Population, channels and deadlines. What to say before opening the survey.
50 min	**Collecting and processing**	Response rate, validation, cleaning and analysis by dimension and by group.
15 min	**Break**	
50 min	**Interpreting results**	Compare with benchmarks, prioritise risks and separate causes from symptoms.
45 min	**From result to plan**	Measures by level, owners, deadlines and indicators. What to do first.
45 min	**Following the change**	Repeat the assessment, measure effects and communicate progress.
80 min	**COPSOQ III workshop**	Each group works a real or simulated dataset: reading, priorities, plan.

End with interpreted results and an intervention plan built from the survey.

Read the survey, intervene in the organisation.

João Paulo Pereira · People & Organisations

jpp@hygge.pt / +351 963 476 723 / jpsper.com