MASTERCLASS · TRAINING PROGRAMME

Psychosocial risks

and burnout prevention

hygge
Organizational Mental Health Promotion Project
By João Paulo Pereira

4 HOURS / IN PERSON OR ONLINE

Understand what wears people out at work and turn that diagnosis into concrete prevention measures, before stress settles in and absence starts speaking louder.

Objectives

- Distinguish stress, burnout, depression and conflict, and what each one requires.
- Identify the psychosocial risks present in your organisation and its teams.
- Apply primary, secondary and tertiary prevention measures.
- Follow warning signs and act without crossing ethical limits.

Themes and training dynamics

20 min	**What wears people out**	Demands, control, support, fairness and values. Why burnout is an organisational phenomenon.
35 min	**Stress, burnout and mental health**	Diagnostic criteria, signs and frequent confusions. What the research shows.
40 min	**Assessing in your organisation**	Tools, absence and turnover indicators, interviews and team observation.
10 min	**Break**	
40 min	**Measures that prevent**	Work organisation, workload, autonomy and communication. What to do before the crisis.
55 min	**Prevention workshop**	Each group designs a plan: priority risk, measures, owners and follow-up indicators.
40 min	**Warning signs and referral**	What to observe, what to ask and where to refer. Caring for those who care, and limits of the role.

Leave with a psychosocial risk prevention plan, with warning signs defined and measures ready to implement.

Preventing is simpler than recovering.

João Paulo Pereira · People & Organisations

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