

EUROTRANSLINE – „Fit in job“

6th European Conference on Promoting Workplace Health
Perugia

Tuesday, 28th of April
Anika Harb

EUROTRANSLINE

Int. Forwarding and Transportation Company




Our philosophy:

The Eurotransline-Team *itself* developed a mission statement:

- Eurotransline = **win-win**
- Eurotransline = **strength**
- Eurotransline = **teamwork**
- Eurotransline = **vitality**



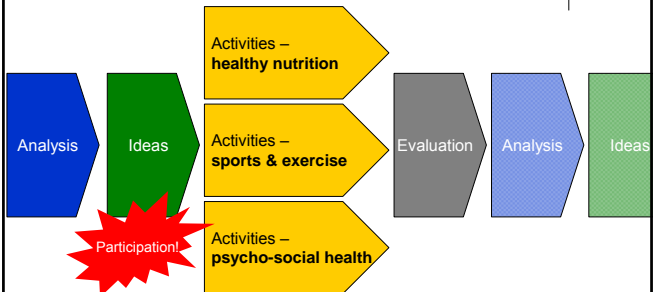
you reap
we move

Our Slogan: You reap, we move!

*Not only our trucks move,
but also our team keeps on moving
for being fit for success!*



Our FIT-IM-JOB - Program



Continuous process (implemented from the beginning (foundation) on – due to the managing director Viktor Wratschko)

Our FIT-IM-JOB - Program



Analysis

- Fit-Checks
- Questionnaires (Impuls, xQ, TICS, SVF)
- Company parameter (absences, goal-achievements)

Our FIT-IM-JOB - Program



Ideas

- Discussions
- Workshops
- Interviews
- Questionnaires



Our FIT-IM-JOB - Program



3 basic columns:

- **Healthy Nutrition**
- **Sports and exercise**
- **Psycho-social health**

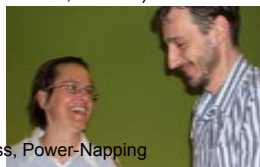
PSYCHO-SOCIAL-HEALTH



Activities against stress



- **Trainings** in „time management“, „Burnout-prophylaxis“...
- **Individual Coachings** („work-life-balance“, „target-achievement“, „Covey's 7 habits“, conflict-prophylaxis)
- **Relaxation trainings** (Bio-feedback, PMR...)
- **Relaxation weekends**
- **Massages**
- **Punching bag**
- **Energy-Center:** Shiatsu, Fitness, Power-Napping



Social activities



- **Excursions** (cultural, intercultural, ...)
- **regularly 2-day-Team-Trainings**
- **Target development from the base (team)**
- **Celebration of target-achievements**
- **Festivals** (Grill parties...)



Other activities and supports

- Family-friendly time-organization
- support for foreign employees
- regular discussions between employee and manager
- Ideas-competition
- Newsletter
- Driver safety training



Motivation for participation

For participation in an activity, the person receives a **token** for his/her „piggybank“.



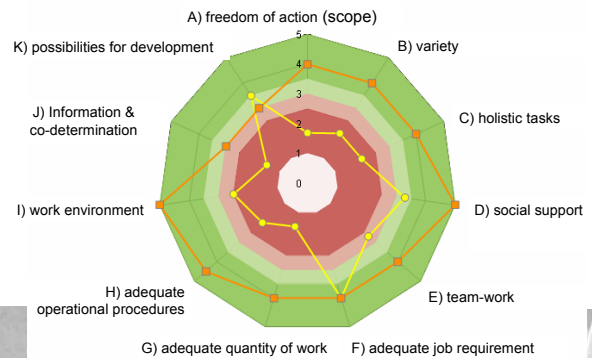
1. Prize:
ONE-WEEK-HOLIDAY with his/her partner in one of our partner-holiday-resorts in a country of his/her choice.

Analysis & Evaluation*

- **IMPULS TEST** (Molnar et al, 2002): Analysis stress factors & resources in a company.
- **TICS** (Schulz et al, 2004): Trier Inventory of Chronic Stress
- **SVF-120** (Jahnke & Erdmann, 1997): Stress Coping Inventory

* psycho-social column

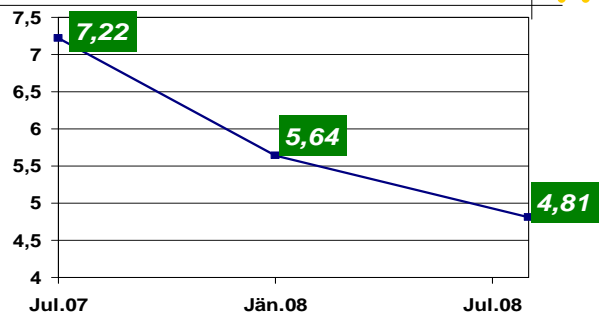
Impuls-Test



Impuls-Test: Results

... are gained by comparing **actual situation** to **required situation** of each employee.

Impuls-Test: Results



Impuls-Test: detailed results (example)

Impuls: july 2008	actual	required	difference
A) freedom of action (scope)	3,86	4,23	0,38
B) variety	3,81	4,22	0,41
C) holistic tasks	4,11	4,33	0,22
D) social support	4,11	4,51	0,40
E) team-work	4,20	4,60	0,40
F) adequate job requirement	4,06	4,39	0,33
G) quantity of work	3,28	4,06	0,78
H) operational procedures	3,67	4,44	0,78
I) work environment	3,89	4,67	0,78
J) Information & co-determination	4,39	4,67	0,28
K) possibilities for development	4,56	4,61	0,06
Sum of differences			4,81



Thanks for your attention

Keep well and fit!

