

Keeping a healthy balance at work

6 modules

~2 h as Adaptive modules

~1 h as Training videos

1 module per week

Help everyone recognize the situations that wear them out and build a more lasting balance. This learning path combines understanding stress, personal choices, negotiating workload, and recovery practices. It also takes into account the role of the team and the manager in creating conditions that let people look after themselves.

AUDIENCE

All team members, including managers.

- **Prerequisite:** none

SKILLS DEVELOPED

- Stress Management
- Work-Life Balance
- Mental Health at Work

THE SIX STEPS OF THE LEARNING PATH

1

WK 1

Spotting stress early: Triggers and warning signs

Spot your sources of stress and your own warning signs early, before fatigue sets in.

2

WK 2

Breaking the stress spiral: Act, let go, trust

Break out of the stress spiral: turn a vague worry into a concrete problem, ease the pressure, know how to let go.

3

WK 3

Work-life balance: Stop trying to do it all

Make choices among the demands on you, hand over what can be handed over, and protect time for yourself.

4

WK 4

Defend your priorities, at work and home

Know how to set limits and renegotiate your workload, with simple phrases and without justifying yourself.

5

WK 5

The right to disconnect: Making it work for your team

Protect three times to switch off (evenings, time off, and focus blocks) with team rules that make them possible.

6

WK 6

Mental fatigue at work: Six ways to recharge

Make recharging a work habit: short breaks, activities that restore energy, support from the team.

— WHY THIS LEARNING PATH, MODULE BY MODULE

- **Spotting stress early** – 40% of workers worldwide report a lot of daily stress (Gallup), and the biggest risk is not the peak of stress but the phase where people keep “holding on” until they are exhausted.
- **Breaking the stress spiral** – Stress at work is too often met with the instruction to relax; the module starts from a precise mechanism, the perception–emotion–behavior–feedback spiral, and shows how to break it.
- **Work-life balance** – Days overflow, and the first thing to give is still ourselves: balance is not won by getting better organized, it means letting some things go.
- **Defend your priorities, at work and home** – Working 55 hours a week raises the risk of stroke by about a third, as the WHO and The Lancet have shown.
- **The right to disconnect** – Eleven European countries and Australia have put the right to disconnect into law: the issue is no longer one of individual comfort.
- **Mental fatigue at work** – Mental fatigue is not just a feeling: prolonged cognitive work causes glutamate to build up in the prefrontal cortex, as research at Pitié-Salpêtrière hospital in Paris has shown.

— CHOOSE YOUR FORMAT

Adaptive module (~20 min per module): self-assessment, expert video with three pauses for reflection, tailored practice scenarios with coach’s feedback, a commitment, and a memo.

Training video (~10 min per module): the expert video and its three pauses for reflection, to add to your own training programs.

— ROLLOUT AND FOLLOW-UP

Where: in your LMS (SCORM delivery) or on the Afthonios platform, at the same price.

Group report included: shown on the Afthonios platform; in your LMS, more or less detailed depending on your LMS and SCORM version.

Optional, on quote: follow-up emails (the next day, 30 days later) and sharing the commitment with the manager.

Languages: All our modules are available in French and English. German, Italian, and Spanish are available on request, and we can add other languages to suit your needs.

— SUGGESTED SCHEDULE

One module per week, so six weeks. Example schedule:

- **Before week 1:** announce the learning path to participants and their managers.
- **Weeks 1 to 6:** one module per week, self-paced, ~20 min.
- **After week 3:** optional check-in based on the group report (reminders and spotting needs).
- **After week 6:** group review and choice of next steps.

The pace and order can be adapted to your audiences and existing training.

Adapt this learning path
to your teams?

Content, pace, and formats can be adjusted with you.

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afthonios.com/en/learning-paths/balance-at-work