

Sensitive Career and Workplace Design

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Sensitive Career Management Model

–
qualitative research
and implications for
HR specialists



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Structure

Objective & Theoretical Foundations

Methodology

Results

Implication for HR specialists





Environmental Sensitivity (ES)

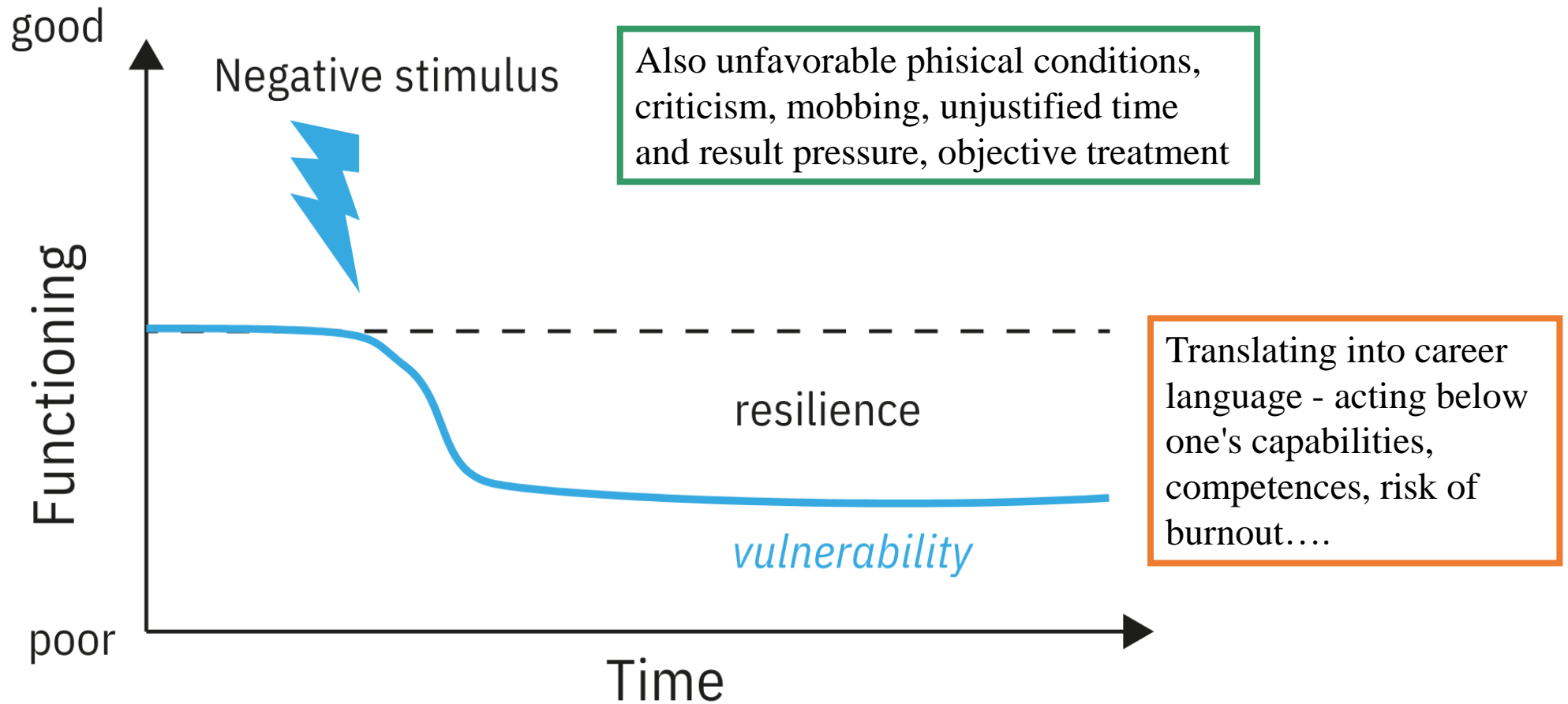
- umbrella concept for others explaining the **different sensitivity to environmental stimuli**.
- According to them, the **Sensory Processing Sensitivity (SPS)** is an inherited temperament trait, the intensity of which is important for **physical, mental and social functioning**.
- This importance is particularly visible in situations where highly sensitive people **adapt** to working and living conditions.



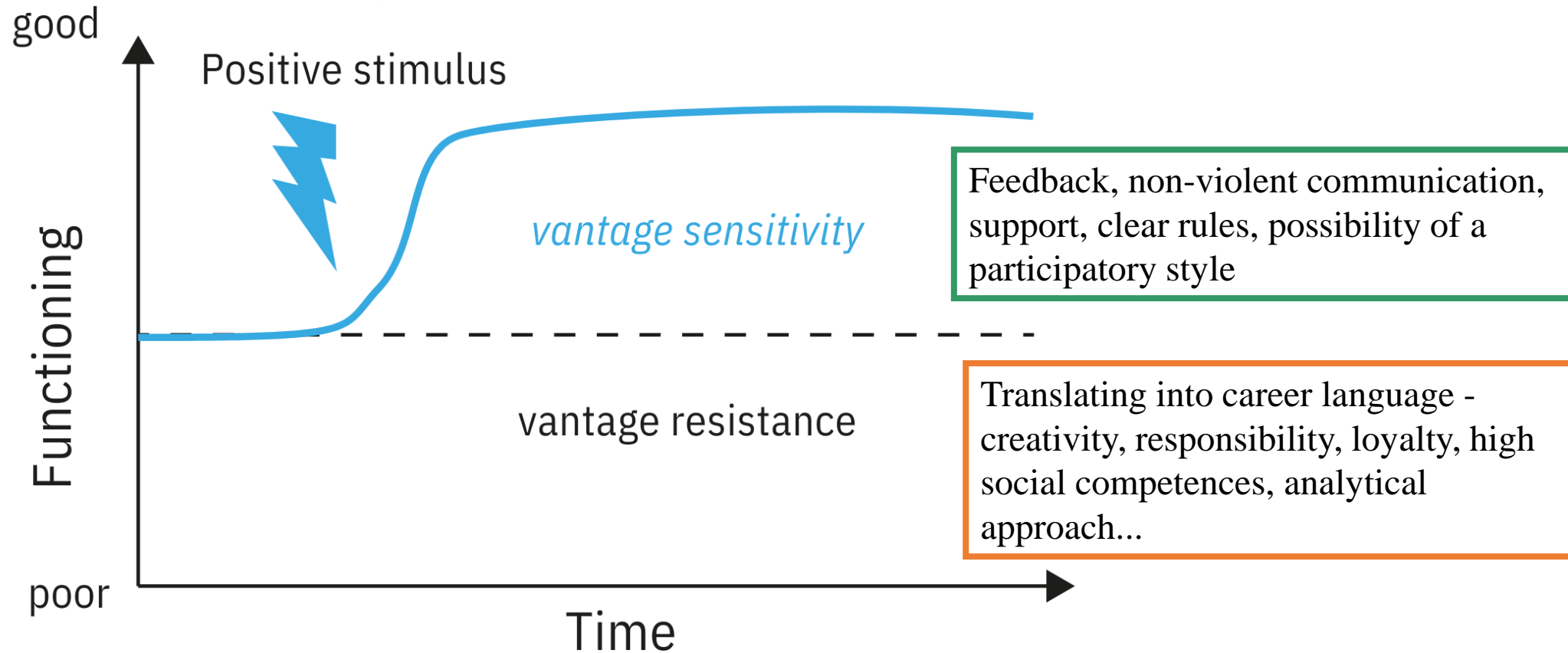
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Diathesis Stress



Vantage Sensitivity



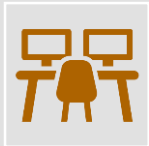
Objective

to present a model based on previous research and current knowledge regarding the interactive relationship between the feature of high sensitivity and working conditions in terms of variables relevant to this relationship

Methods



The model was based on the latest research concerning SPS, conducted with the use of **systematic review** as well as **desk research**



The Pro-motion project [PRO-MOTION. Sensitive career management" 621491-EPP-1-2020-1-PL-EPPKA3-IPI-SOC-IN].

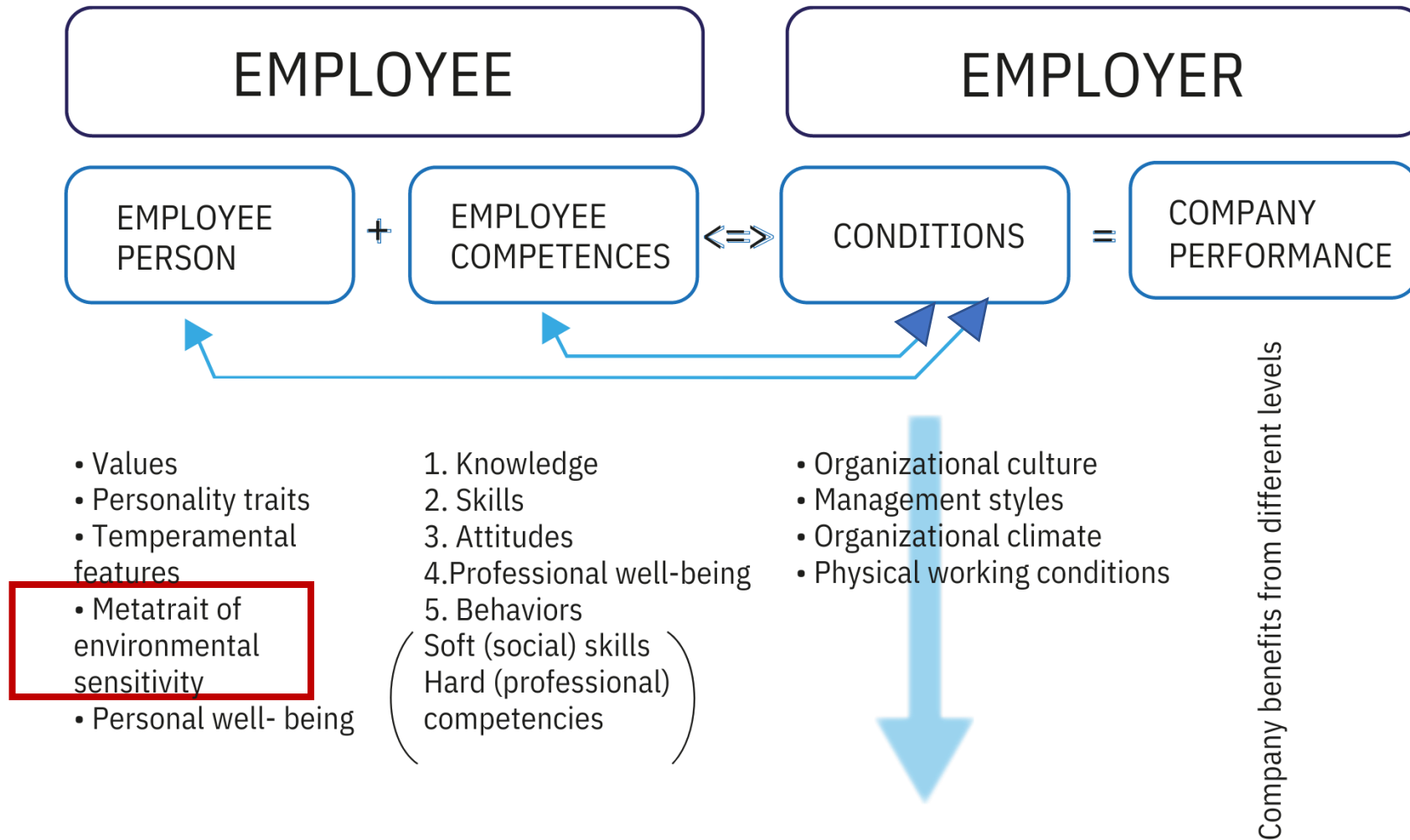


Results of **qualitative research** using **focus groups and individual interviews** with highly sensitive employees of various professional industries (semi-structured reviews).

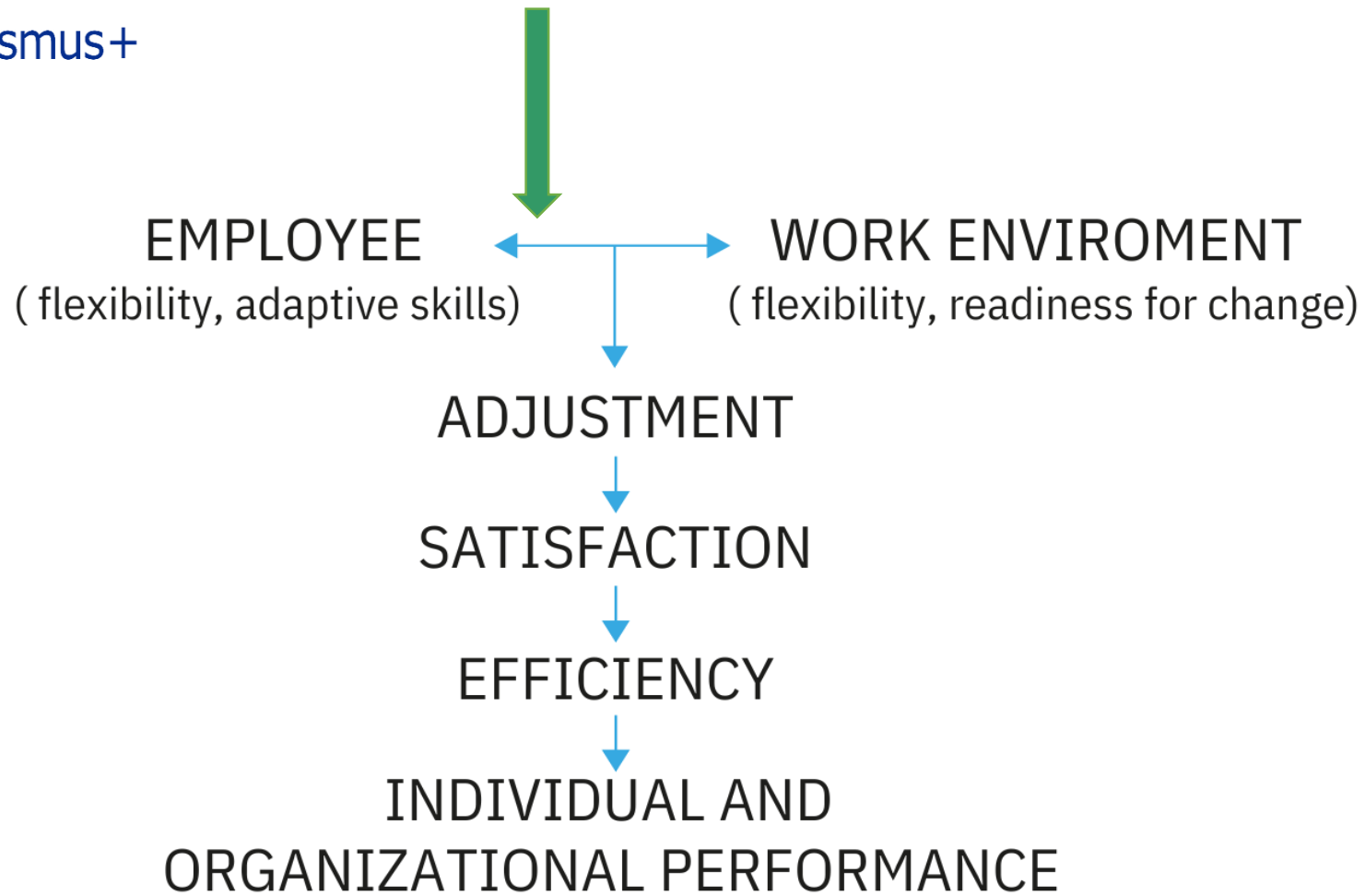
Results

- High sensitivity may bring high quality of work:
 - **commitment to the implementation of tasks,**
 - **responsibility,**
 - **loyalty to the employer,**
 - **conscientiousness and positive interpersonal relations in the workplace (high personal competences and depth of processing characteristic of features of SPS).**
- Working conditions are particularly important for high quality of work, which include: management style (styles) and physical working conditions.
- Therefore, comprehensive support for highly sensitive people in the workplace should take into account the interaction of their characteristics with the conditions of the environment.

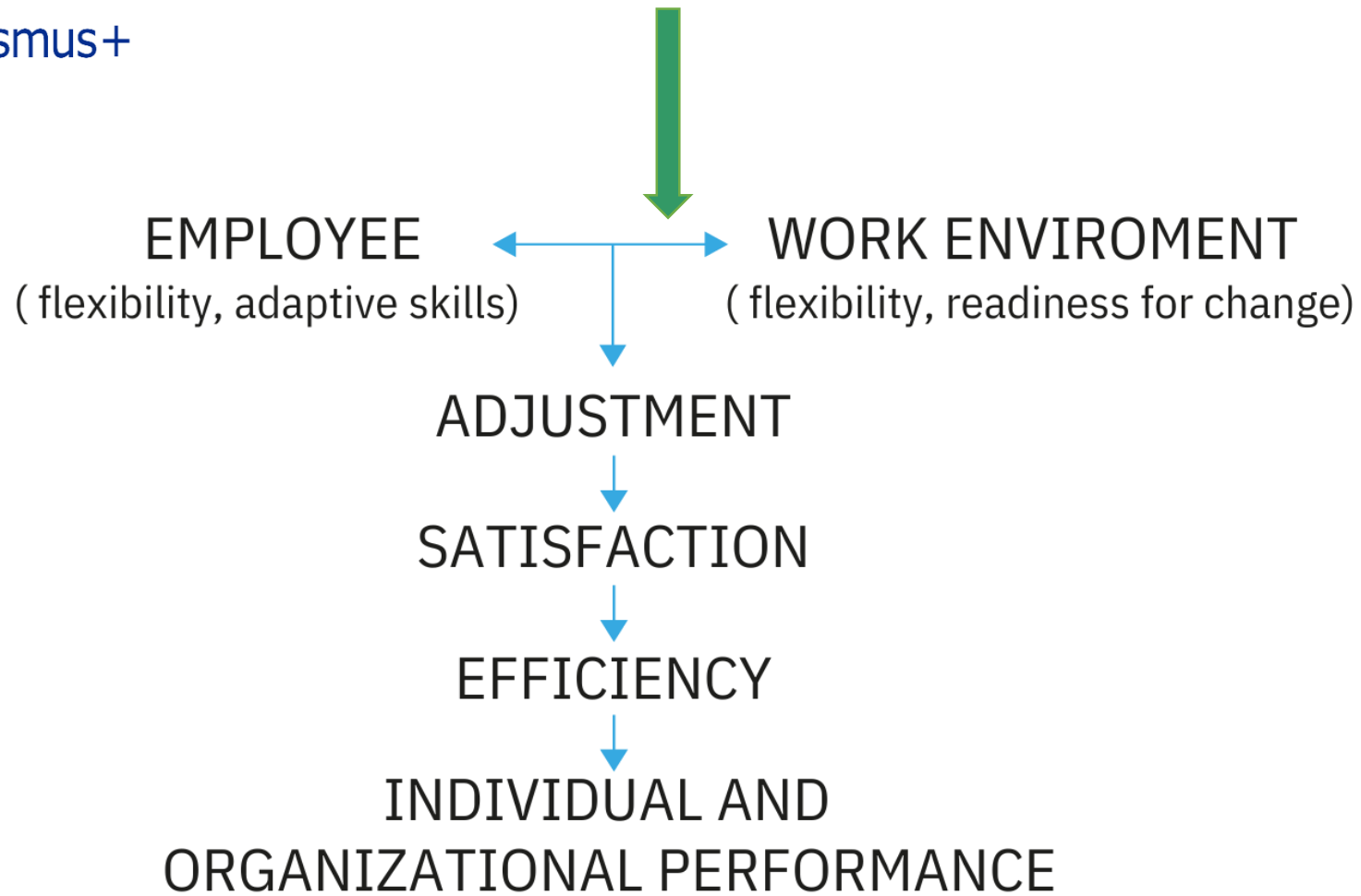


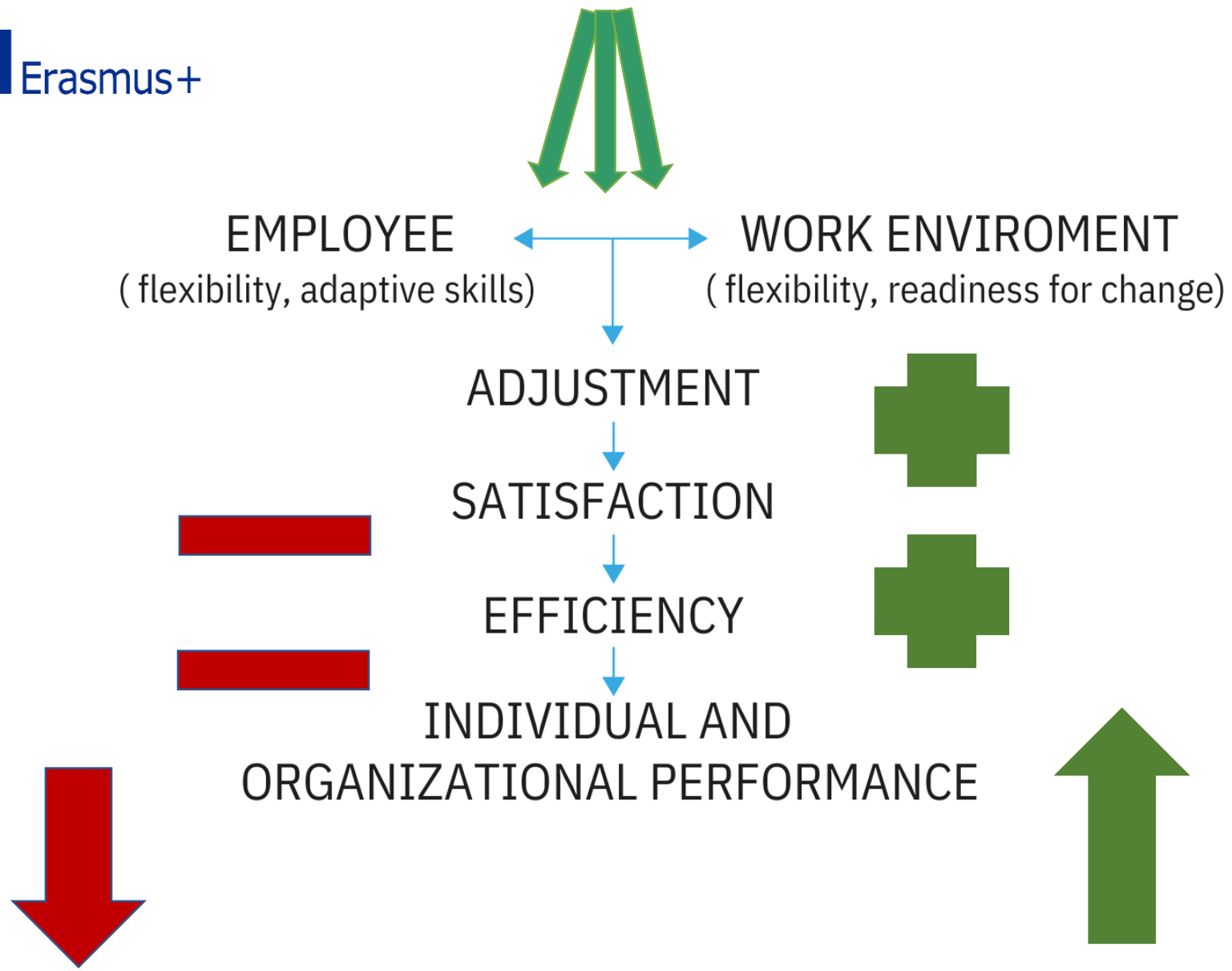


BEING A HIGHLY SENSITIVE PERSON



BEING A HIGHLY SENSITIVE PERSON





CONCLUSIONS & IMPLICATIONS

- Particularly important for **designing workplaces** and organizing them in a way that is beneficial to both employees and employers is
 - **reliable knowledge** of environmental sensitivity
 - taking it into account in the management of HSP and teams of employees.

Flexible, autonomy, predictability, and other traits of **healthy workplaces** are particularly beneficial and create conditions for the manifestation of professional potential resulting from the intensification of the environmental sensitivity feature.





CONCLUSIONS & IMPLICATIONS

- Participatory style
- **Respecting needs**
- Creating a culture of an organization / institution conducive to the perception and rumination of high sensitivity
- **Providing reliable knowledge on high sensitivity**
- Task oriented style
- **High competences in managerial positions**
- **Not dividing** employees into highly sensitive and low-sensitive
- **The particular cost of adapting to unfavorable conditions**
- Predisposition to work with people
- **Need to prepare for particularly emotionally work**

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Thank you for your attention!

RESEARCH TEAM



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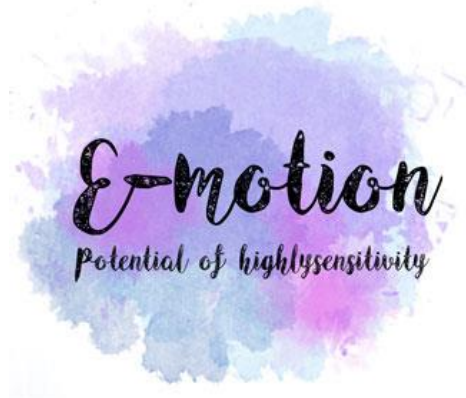
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WHAT IS „PRO-MOTION“?



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Thank you for attention!

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