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**PRO-motion**  
**Sensitive Career Management**



Co-funded by  
the European Union



**THE AIM OF THE PROJECT IS TO DEVELOP SOLUTIONS TO SUPPORT CAREER PLANNING BY SECONDARY SCHOOL, VOCATIONAL SCHOOL AND UNIVERSITY CAREER OFFICE STUDENTS, AS WELL AS BY EMPLOYEES OF LABOUR MARKET AND HR INSTITUTIONS.**

### **High sensitivity:**

High sensitivity is a temperamental trait that characterizes about 20-30% of the population. Research confirms that highly sensitive people process information and stimuli from their environment more strongly (intensely) and deeply than others. These people are more sensitive to both positive and negative experiences.

### **For whom?**

- ▶ **Learners - at career choice stage, job seekers/ changers, long-term unemployed**
- ▶ **School career counsellors, academic counsellors, people representing labour market institutions**
  - ▶ **HR departments in enterprises**
- ▶ **Institutional partners: Labour Market Institutions, Career Offices, schools, employers.**

## **Project results**

**1**

**An international report on self-management by highly sensitive people in the workplace, based on quantitative and qualitative research (including interviews, focus groups with employers and employees in the partner countries: Poland, Spain, Romania, Norway, Italy and Portugal).**

**2**

**A model for supporting highly sensitive people in the workplace - an introduction to the materials developed as part of the project.**

**3**

**A tool to support career planning/development - sensitivity in the workplace.**

**4**

**Handbook and exercise materials for career and representatives of HR departments.**

**5**

**Podcasts bringing the topic of high sensitivity to employers.**

**Sensitive Worker - Hidden Potential!**

