



UNIVERSITÀ
DEGLI STUDI
FIRENZE

DIPARTIMENTO DI
SCIENZE DELLA FORMAZIONE
E PSICOLOGIA



EAWOP SGM

Fostering healthy organizations: A cross-cultural perspective

EXECUTIVE SUMMARY^[SEP]

1. Meeting overview^[SEP]

The **EAWOP SGM** *Fostering healthy organizations: A cross-cultural perspective* took place on October 19-20, 2017 at the Department of Education and Psychology (Psychology Section), University of Florence, Italy. The main proposer and member of organizing committee were Annamaria Di Fabio, University of Florence, Italy; Jose-Maria Peiró, University of Valencia, Spain; Donald H. Saklofske, University of Western Ontario, Canada; Fons Van de Vijver, Tilburg University, The Netherlands; Maureen E. Kenny, Boston College, USA.

Overall, there were 4 outstanding keynote speakers, 34 registered individuals coming from 17 different universities and 8 countries (European countries; Canada; USA).

2. Key Highlights: The aims of this EAWOP SGM were to provide and share innovative contributions, regarding research, instruments, method and interventions, focused on fostering healthy organizations, enriching the scenario in a cross-cultural perspective. The main themes identified in the EAWOP SGM were resources for workers and organizations that can be increased (e.g. resilience, emotional intelligence, Intrapreneurial Self-Capital, positive relational management), risk factor for their health (stress, burnout, emotional exhaustion, expatriation, aging, victimization) and protective factor (coping strategies, problem-solving, decision-making abilities, self-efficacy, ability of balance between different needs), with the aim of promoting well-being especially in a primary prevention perspective.

3. Meeting Outcomes

Each oral presentation had 15 minutes, at the end of the morning and the afternoon there were 30 minutes for discussion that were very fruitful. At the end of the afternoon of both the two days there was a discussion about the policy impact implications of the EAWOP SGM. Many research ideas have been proposed and collaborative network has been built. The coffee break and lunches provided good opportunities for networking and further discussions. The journal *Personality and Individual Differences* will organize a Special Issue on the relevant topic of the EAWOP SGM and an international book will be realized with the best papers presented.