

PM Promotion of Wellbeing Research

*A data summary of the survey collection on the wellbeing of
EU project Managers*

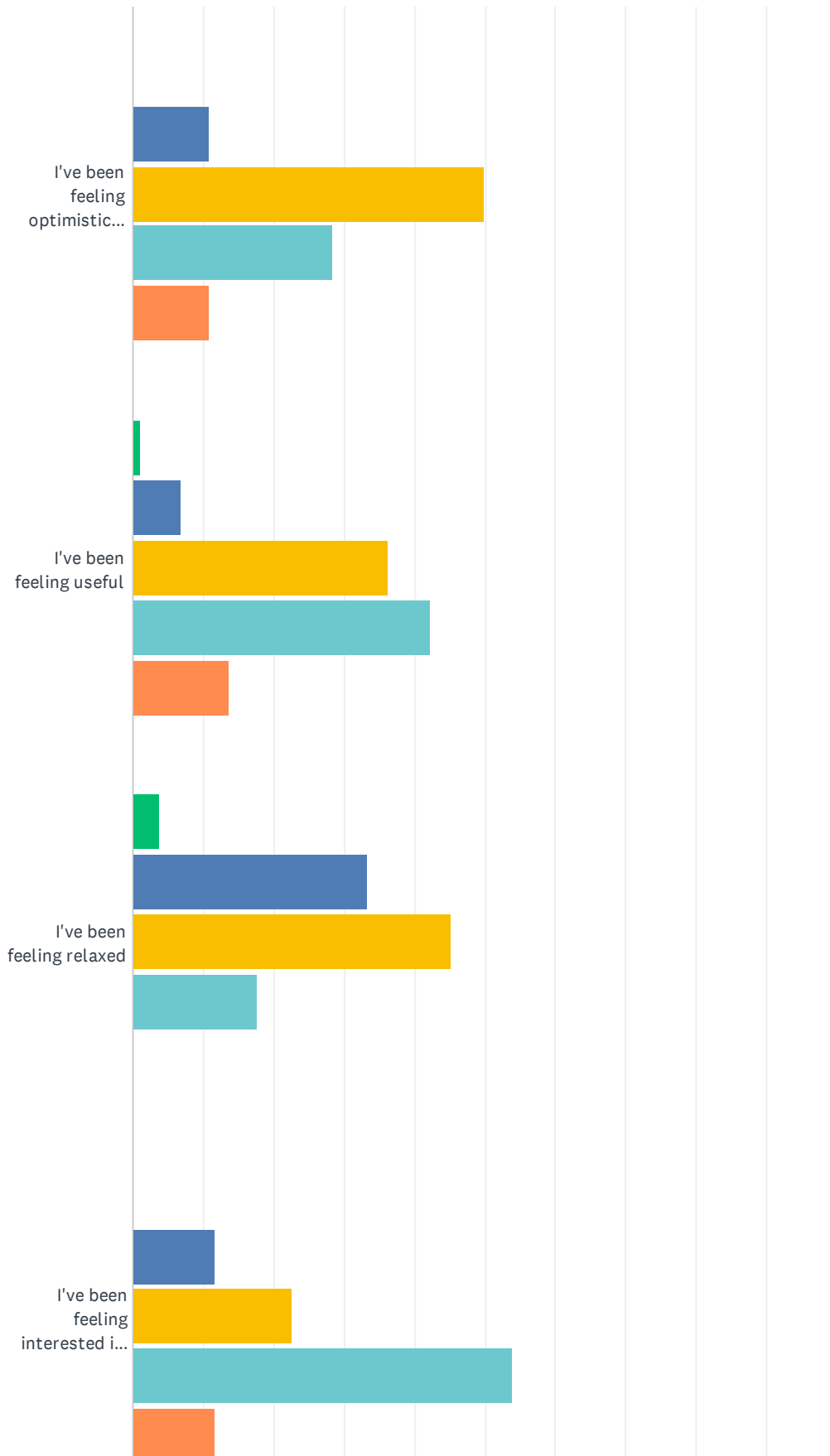
T-HAP LTD team

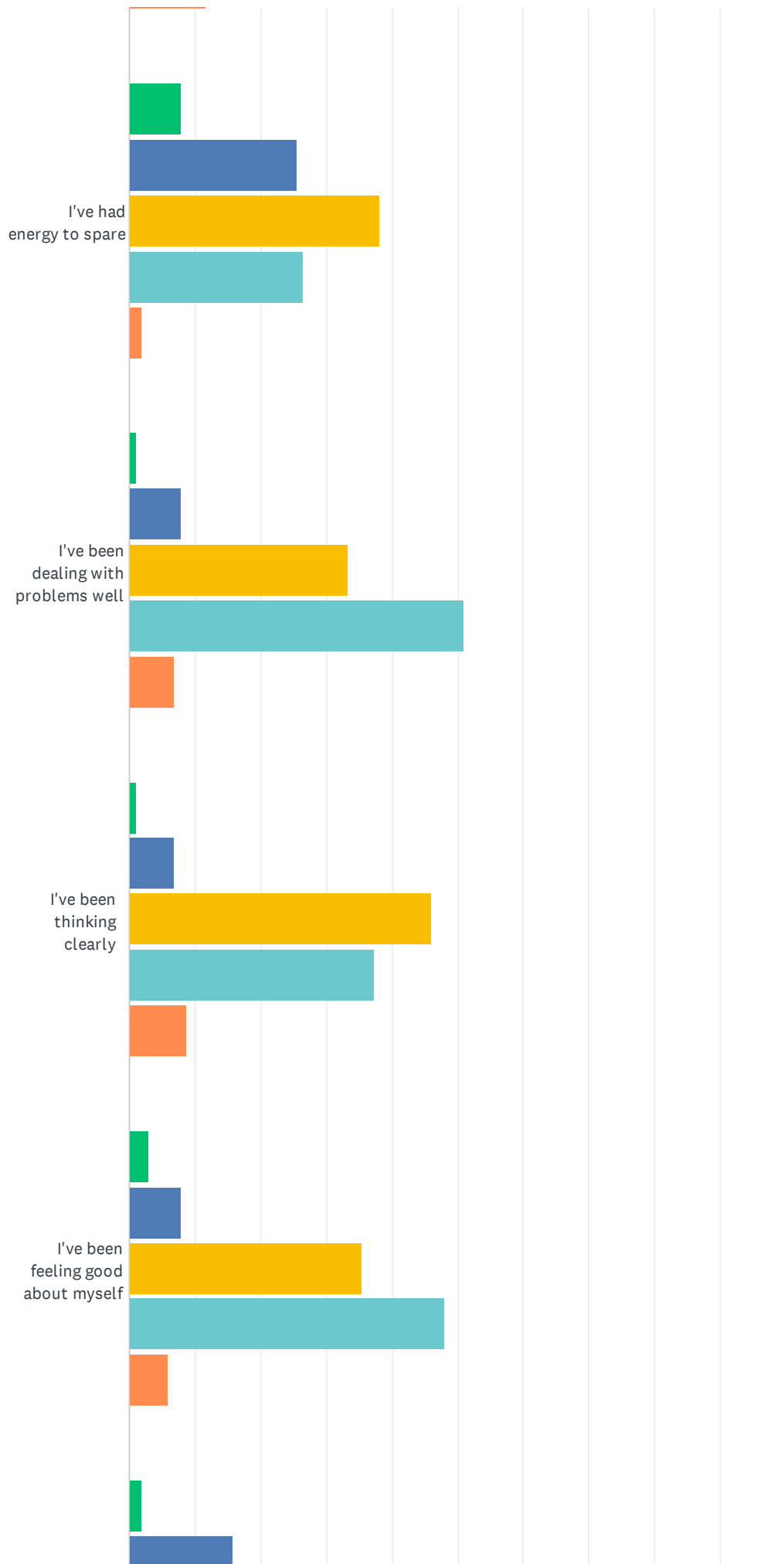
Coordination: Alessandro Carbone

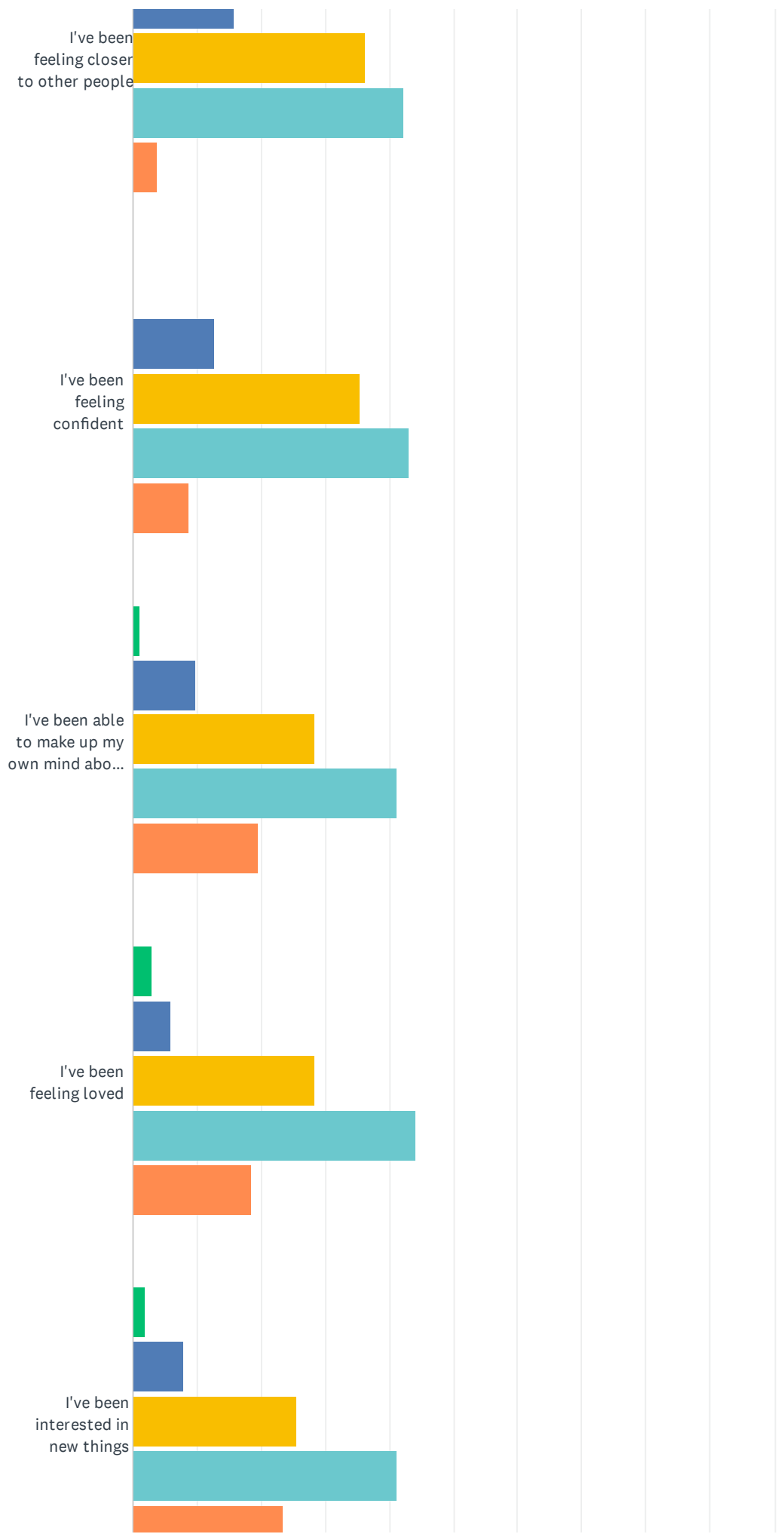
October 2024

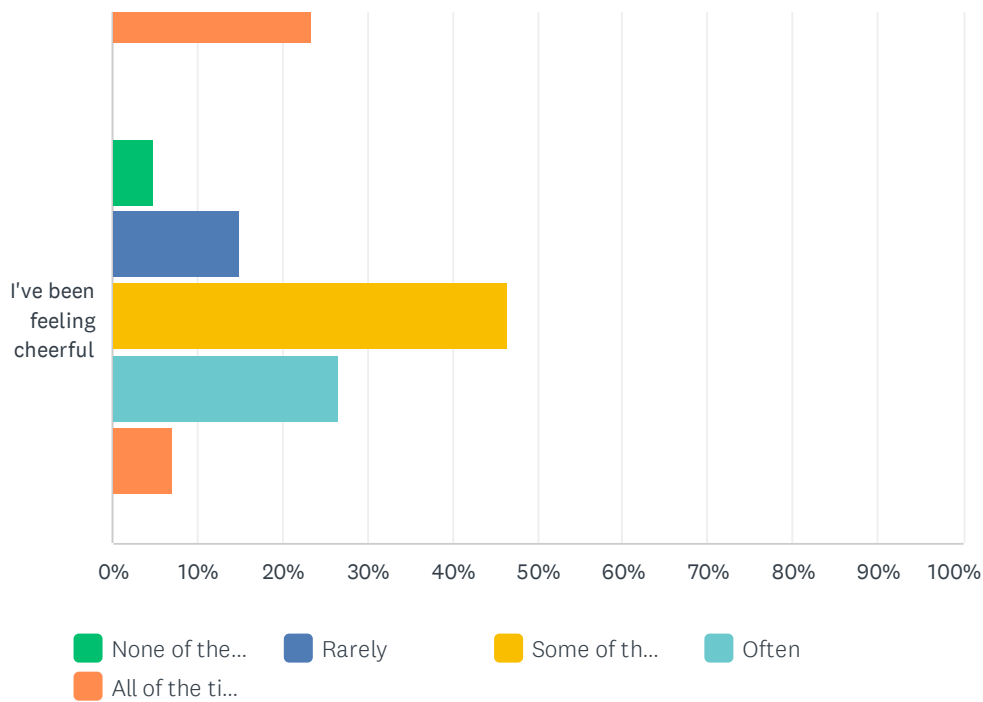
Q1 Over the last few weeks how often did you experience the following feelings? (for each item tackle your answer)

Answered: 102 Skipped: 0





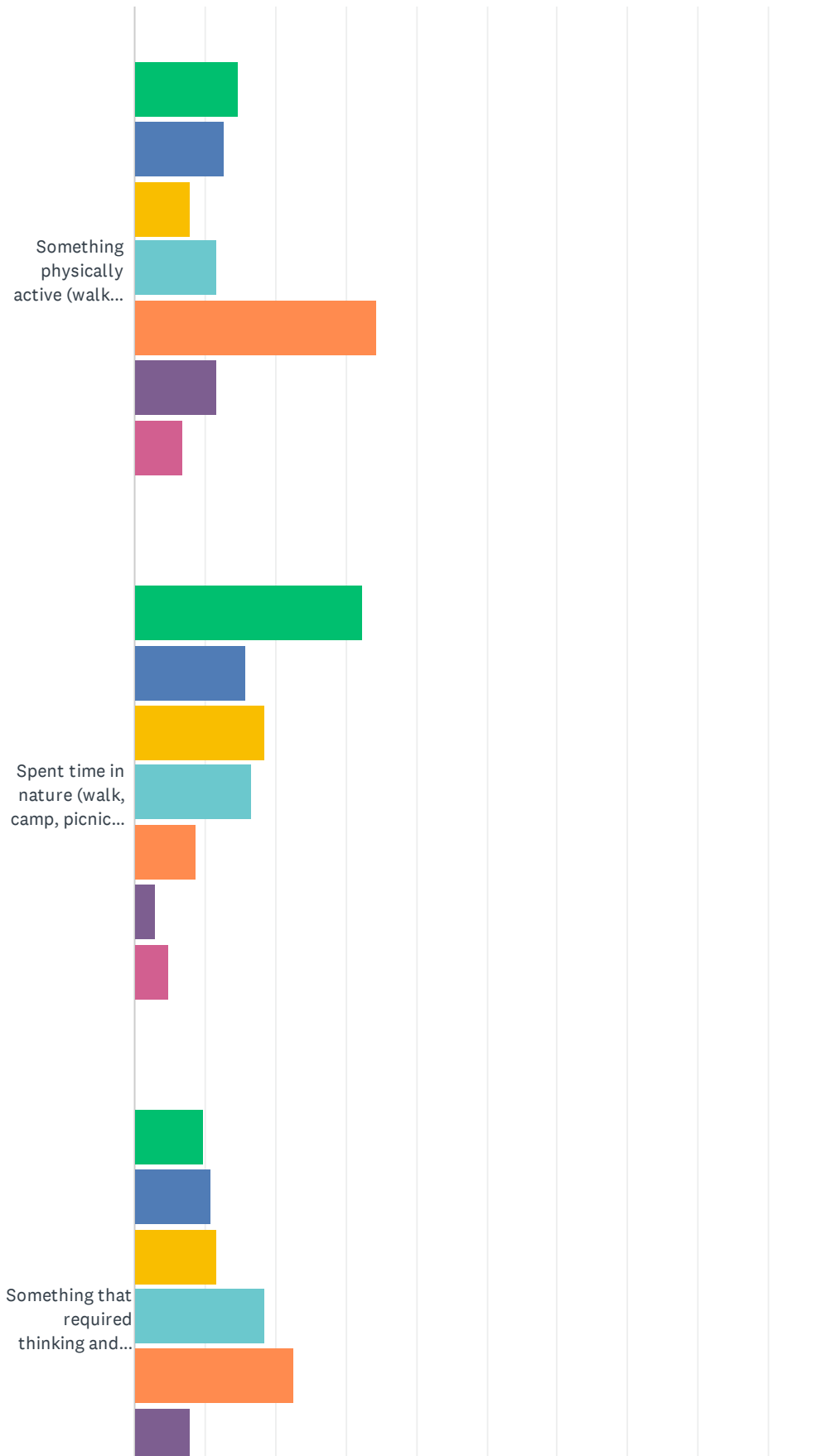


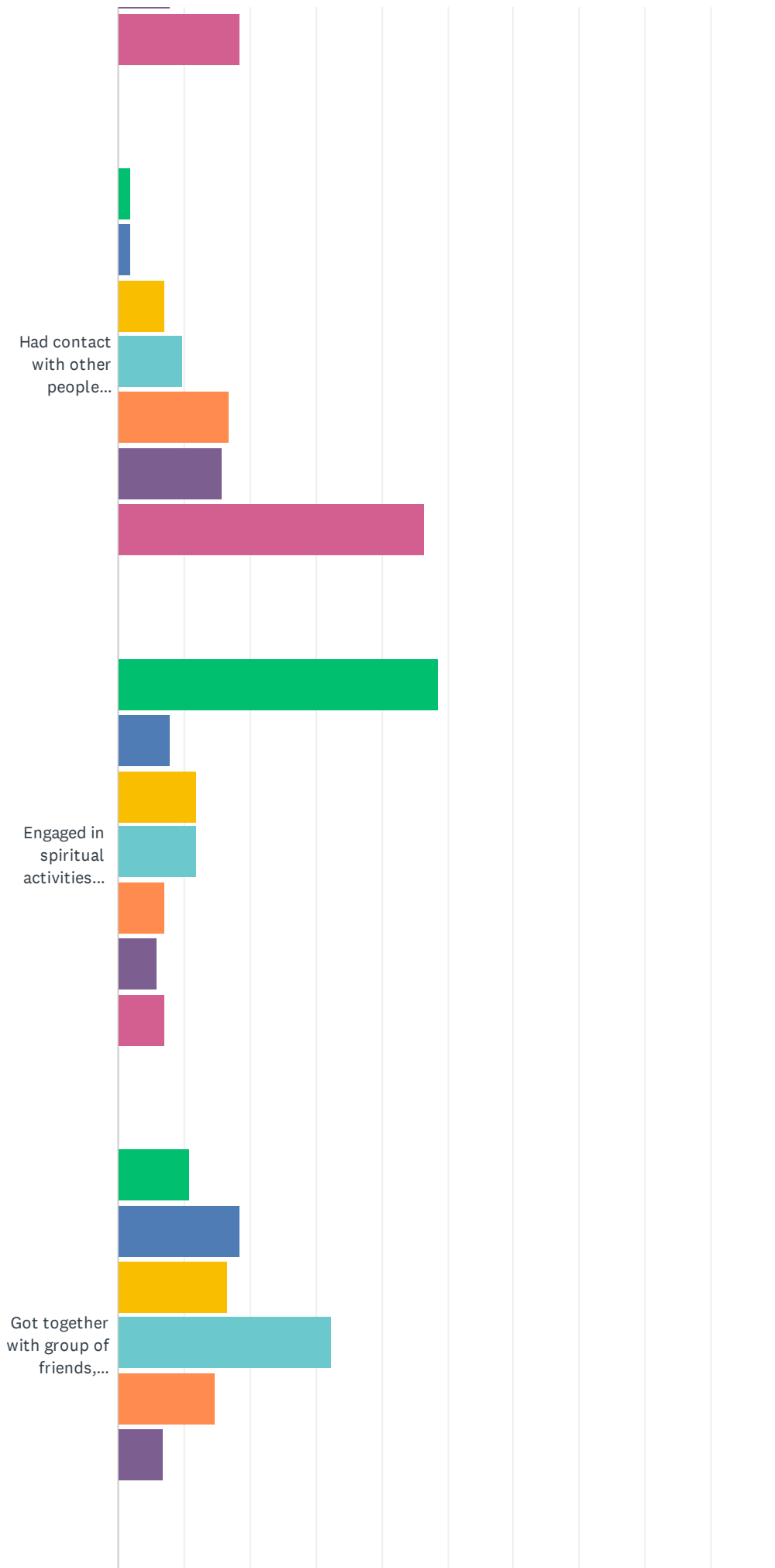


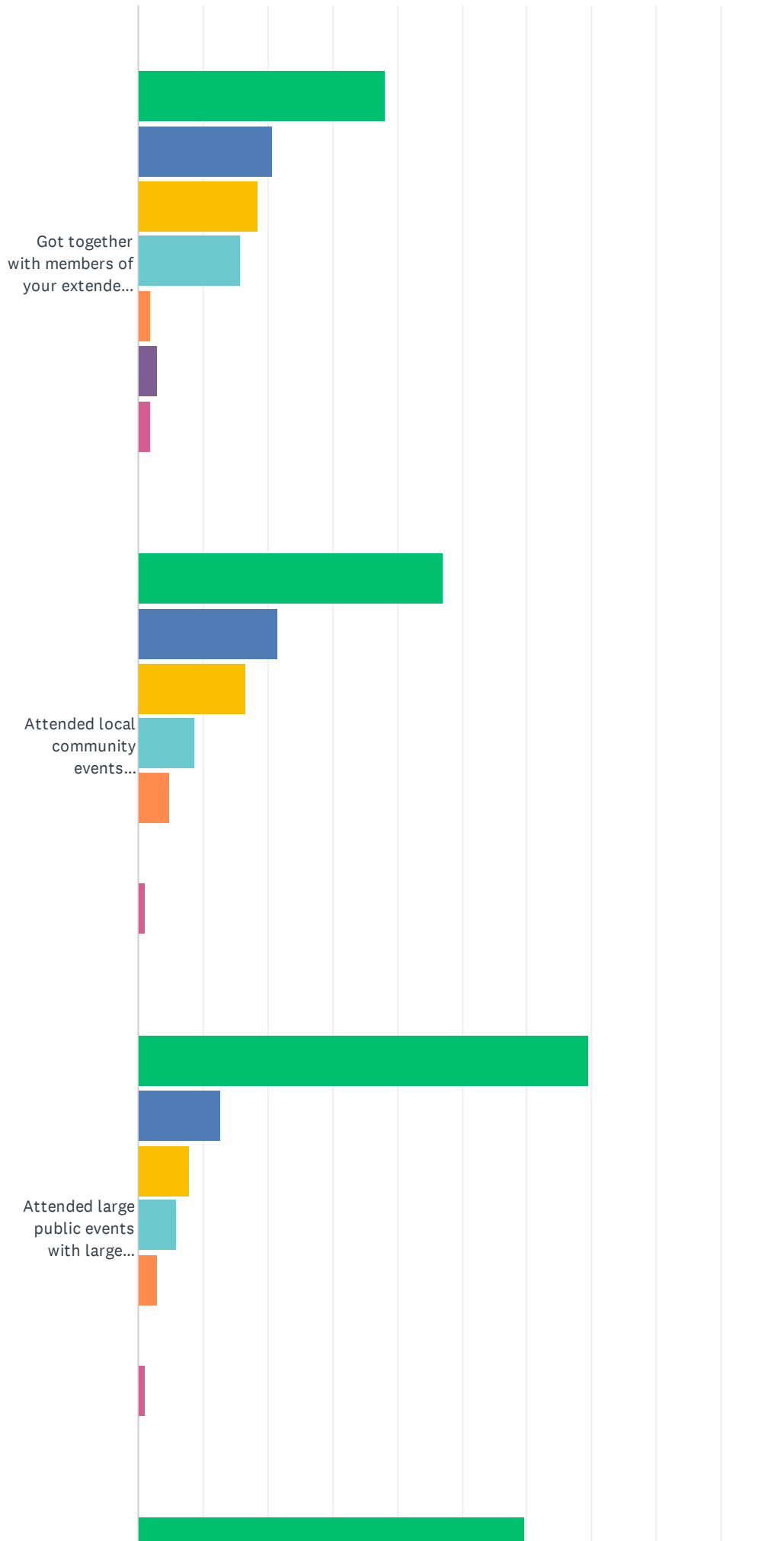
	NONE OF THE TIME	RARELY	SOME OF THE TIME	OFTEN	ALL OF THE TIME	TOTAL	WEIGHTED AVERAGE
I've been feeling optimistic about the future	0.00% 0	10.78% 11	50.00% 51	28.43% 29	10.78% 11	102	3.39
I've been feeling useful	0.98% 1	6.86% 7	36.27% 37	42.16% 43	13.73% 14	102	3.61
I've been feeling relaxed	3.92% 4	33.33% 34	45.10% 46	17.65% 18	0.00% 0	102	2.76
I've been feeling interested in other people	0.00% 0	11.76% 12	22.55% 23	53.92% 55	11.76% 12	102	3.66
I've had energy to spare	7.84% 8	25.49% 26	38.24% 39	26.47% 27	1.96% 2	102	2.89
I've been dealing with problems well	0.98% 1	7.84% 8	33.33% 34	50.98% 52	6.86% 7	102	3.55
I've been thinking clearly	0.98% 1	6.86% 7	46.08% 47	37.25% 38	8.82% 9	102	3.46
I've been feeling good about myself	2.94% 3	7.84% 8	35.29% 36	48.04% 49	5.88% 6	102	3.46
I've been feeling closer to other people	1.96% 2	15.69% 16	36.27% 37	42.16% 43	3.92% 4	102	3.30
I've been feeling confident	0.00% 0	12.75% 13	35.29% 36	43.14% 44	8.82% 9	102	3.48
I've been able to make up my own mind about things	0.98% 1	9.80% 10	28.43% 29	41.18% 42	19.61% 20	102	3.69
I've been feeling loved	2.94% 3	5.88% 6	28.43% 29	44.12% 45	18.63% 19	102	3.70
I've been interested in new things	1.96% 2	7.84% 8	25.49% 26	41.18% 42	23.53% 24	102	3.76
I've been feeling cheerful	4.95% 5	14.85% 15	46.53% 47	26.73% 27	6.93% 7	101	3.16

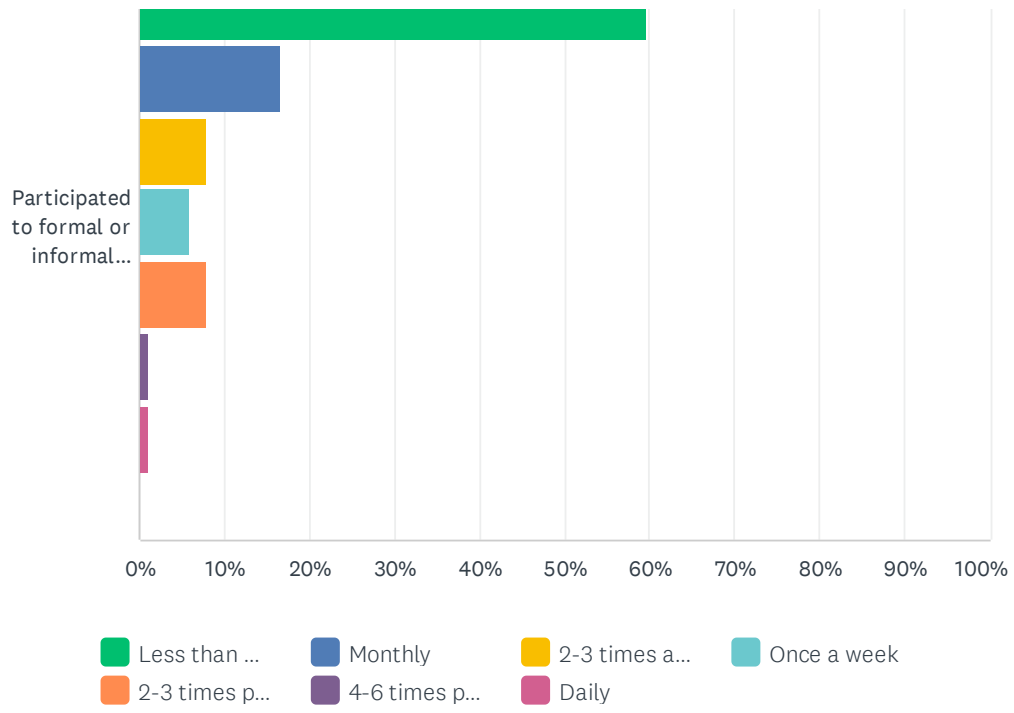
Q2 In the last year, besides your work and domestic life, how often did you do the following? (for each item tackle your answer):

Answered: 102 Skipped: 0





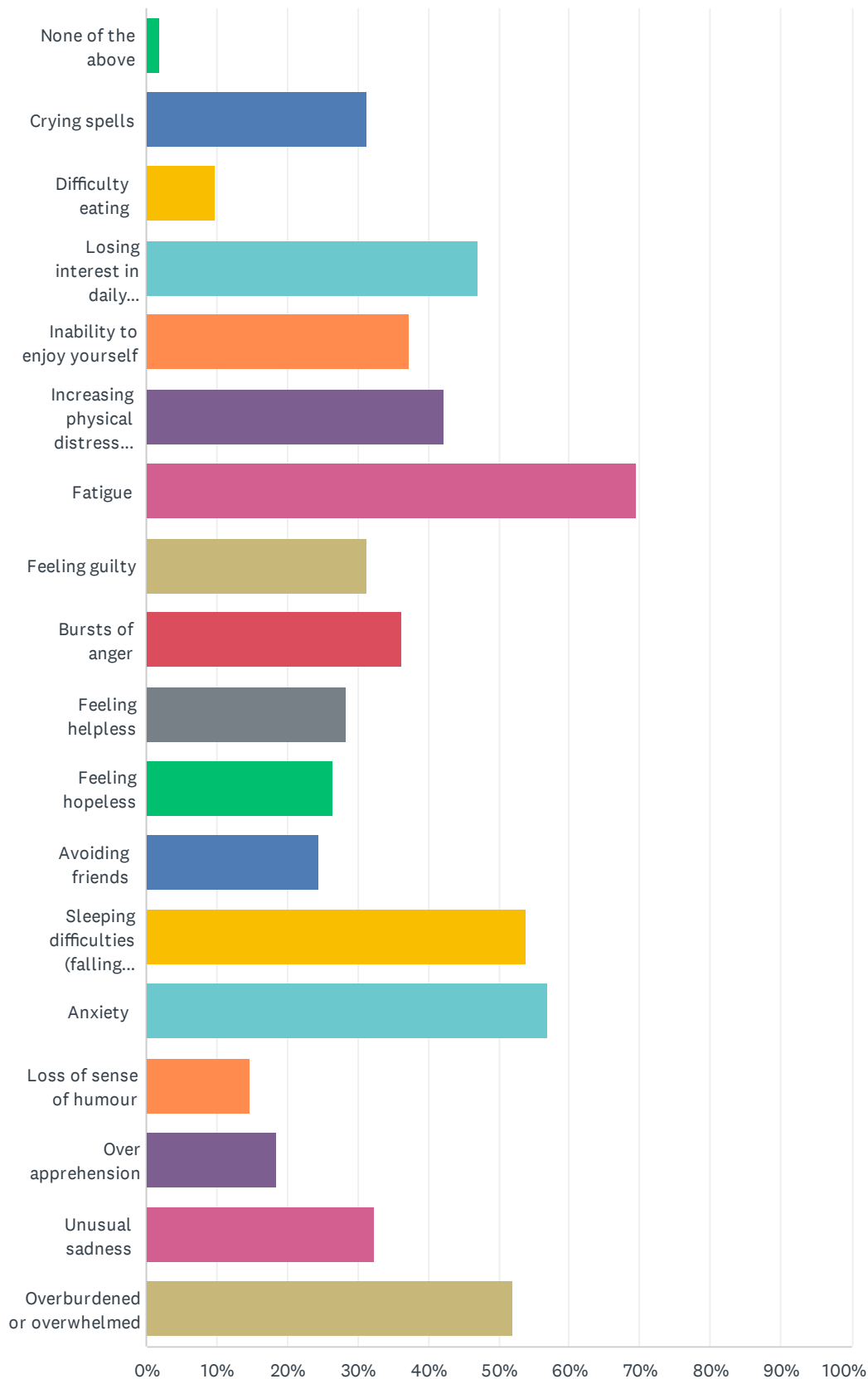




	LESS THAN MONTHLY	MONTHLY	2-3 TIMES A MONTH	ONCE A WEEK	2-3 TIMES PER WEEK	4-6 TIMES PER WEEK	DAILY	TOTAL	WEIGHTED AVERAGE
Something physically active (walk, garden, dance, jog, swim, etc.)	14.71% 15	12.75% 13	7.84% 8	11.76% 12	34.31% 35	11.76% 12	6.86% 7	102	4.01
Spent time in nature (walk, camp, picnic, etc.)	32.35% 33	15.69% 16	18.63% 19	16.67% 17	8.82% 9	2.94% 3	4.90% 5	102	2.82
Something that required thinking and concentration (reading, painting, studying, playing games, etc.)	9.80% 10	10.78% 11	11.76% 12	18.63% 19	22.55% 23	7.84% 8	18.63% 19	102	4.31
Had contact with other people (talking, phone calls, chat online, etc.)	1.98% 2	1.98% 2	6.93% 7	9.90% 10	16.83% 17	15.84% 16	46.53% 47	101	5.71
Engaged in spiritual activities (attending services, meditating, reflect on meaning of life, etc)	48.51% 49	7.92% 8	11.88% 12	11.88% 12	6.93% 7	5.94% 6	6.93% 7	101	2.66
Got together with group of friends, workmates, neighbours for outing, meals or events	10.78% 11	18.63% 19	16.67% 17	32.35% 33	14.71% 15	6.86% 7	0.00% 0	102	3.42
Got together with members of your extended family for outing or special event	38.24% 39	20.59% 21	18.63% 19	15.69% 16	1.96% 2	2.94% 3	1.96% 2	102	2.39
Attended local community events (festivals, theatre, fairs, community meetings, clean up events, etc.)	47.06% 48	21.57% 22	16.67% 17	8.82% 9	4.90% 5	0.00% 0	0.98% 1	102	2.07
Attended large public events with large crowds (music concerts, sports events, fairs, etc.)	69.61% 71	12.75% 13	7.84% 8	5.88% 6	2.94% 3	0.00% 0	0.98% 1	102	1.64
Participated to formal or informal groups, clubs, organisation?	59.80% 61	16.67% 17	7.84% 8	5.88% 6	7.84% 8	0.98% 1	0.98% 1	102	1.92

Q3 In the last year, which of the following signs of distress did you experience on a personal level (tick and select all the relevant ones):

Answered: 102 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	1.96%	2
Crying spells	31.37%	32
Difficulty eating	9.80%	10
Losing interest in daily activities	47.06%	48
Inability to enjoy yourself	37.25%	38
Increasing physical distress symptoms (headaches or stomach pains)	42.16%	43
Fatigue	69.61%	71
Feeling guilty	31.37%	32
Bursts of anger	36.27%	37
Feeling helpless	28.43%	29
Feeling hopeless	26.47%	27
Avoiding friends	24.51%	25
Sleeping difficulties (falling asleep, waking up earlier, disturbed sleep)	53.92%	55
Anxiety	56.86%	58
Loss of sense of humour	14.71%	15
Over apprehension	18.63%	19
Unusual sadness	32.35%	33
Overburdened or overwhelmed	51.96%	53
Total Respondents: 102		

Q4 Add any personal comment or thought on the matter of personal wellbeing:

Answered: 30 Skipped: 72

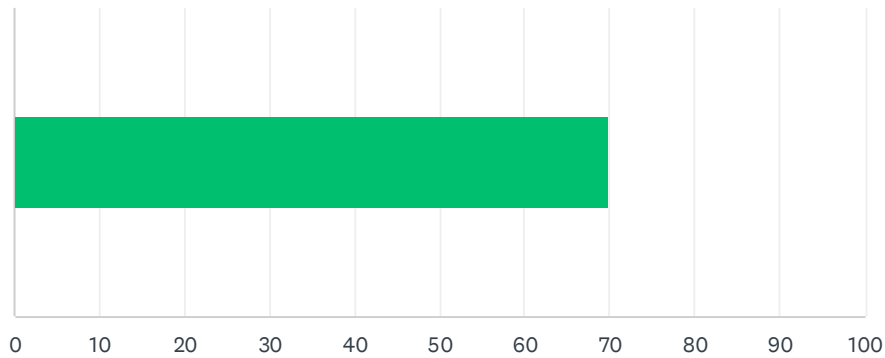
#	RESPONSES	DATE
1	When responsibilities, deadlines and task are a lot, my mood and vibrations tends to go lower.	9/23/2024 5:29 PM
2	I am conscious of the fact that I am young (under 30 yo) and so I have a little experience in the PM and so I'm not autonomous 100% for running my tasks, and I am also conscious of being more emotional than average and having some problems of self-confidence, however I experience an unhealthy work environment with some mobbing attitude from my manager and apathy from my colleague, and all this lowered the quality of my work and pushed me to quit.	9/19/2024 11:18 AM
3	In relation to personal well-being, it implies the management capacity to avoid fatigue, but the weight of responsibilities is sometimes unavoidable.	8/19/2024 3:44 PM
4	Being in my 30s, as a freelancer and a co-founder of an NPO that tries to secure EU funding, I am aware that I have been devoting too much time to work. I think it comes with the choice of being a freelancer and owning an organisation instead of being an employee and I am more than OK with it. Having in mind that I would like to have children with my wife in the near future, I just hope that my occupation(s) won't interfere with my family as it does now that I have no children.	8/14/2024 10:56 AM
5	/	8/6/2024 4:37 PM
6	we are most part of time always connected and its difficult to disconnect and close the day from work, family responsibilities...	8/5/2024 12:04 PM
7	NA	8/2/2024 3:31 PM
8	It is very easy to carry work-related stress with you all day without realising it. Personally, I am most worried about the future, regarding work and finances, and I only realise that either before I am about to fall asleep or when I wake up in the middle of the night and try to fall asleep again. The worst part is, that when I try to communicate my thoughts with other people it is impossible to have a conversation since in their mind, as long as I have job stability at the moment I shouldn't be stressed. I wish it was that easy.	8/2/2024 1:28 PM
9	I pray every evening, before sleeping.	8/1/2024 6:01 PM
10	First being, and then wellbeing.	8/1/2024 5:49 PM
11	I've always had trouble with my self-confidence and performance anxiety because of a childhood without support. Until my early thirties I self-medicated a lot, but after that I have tried different methods of psychiatric help to move on and it is firstly now in my fifties that I have found something that supports me. Although, I still have a long way to go.	8/1/2024 5:35 PM
12	It was a very difficult year for me from the standpoint of my well-being, what I realized a little bit was that I couldn't do it alone. I'm working on that a lot and it was because of recognizing that it was getting very heavy and asking for help. Fundamental was the support and help from my family, friends, and colleagues. All then supported by the help of a professional with whom I am following a path of therapy	8/1/2024 3:51 PM
13	When I focus on myself, there is an effect. And it drags on.	7/29/2024 11:15 AM
14	N/A	7/26/2024 10:24 PM
15	Often I feel that most of the people I am in contact with are just interested in me because they benefit of my services, knowledge and network as a project consultant, although they pretend being my friends. This makes me very sad. It might nor be true and just my personal perception, but it is hard for me to know what would have been if I was not in the role of key project position related to funding sources.	7/25/2024 5:30 PM
16	I liked the design of the survey. I think what supports being well is community, working out in some way, feeling useful and not having to spent 40+ hrs being locked in an office. In my opinion this is a combination that is hard to find because that is not what our current society	7/25/2024 12:37 PM

endorses. In Germany there is this political debate, mostly pushed by politicians how people have to work more to safe our wealth as a society. But why should I desire to work more when I see the toll it put on my parents lifes? Sure, we had a lovely house when I grew up and went on 4 holidays or sth. But we dont need as much as companies want us to believe. People fall for hollow needs because it is easier to buy the new iphone than to form a meaningful connection or find out what you are good at and what makes you happy. However, sorry for the essay :D

17	n/a	7/25/2024 10:47 AM
18	Keep an inner balance and trust in myself makes me feeling well	7/24/2024 7:37 AM
19	-	7/23/2024 2:20 PM
20	Much of my negativity is down to an injury causing constant pain. I feel this has impacted my usually sunny outlook on life	7/23/2024 12:06 PM
21	NONE	7/23/2024 11:45 AM
22	If you feel good thonk, you receive good solutions	7/23/2024 11:04 AM
23	To me, wellbeing has to do with the experience of being on top of things, of having the necessary resources, of having the sense of control over your life, of knowing what to do at work	7/23/2024 8:23 AM
24	I found difficulties to find a border between work and personal times. To be broad means to be out and that impact very much what you do in your personal and private time	7/22/2024 8:44 AM
25	I find extremely hard to find balance in my life. I love my job but I am constantly worried about not finishing things on time, so I feel I'm always dedication too much time to work, and very little to other things	7/21/2024 12:18 PM
26	IT IS HIGHLY AFFECTED BY THE SECURITY RISK IN LEBANON AND ITS IMPACT ON OUR DAILY LIFE AND WORK	7/18/2024 9:35 AM
27	Lately I'm feeling often Overwhelmed and a sense of incompleteness	7/16/2024 12:52 PM
28	N/A	7/15/2024 1:46 PM
29	Working on isolamention it's not healthy especially when you have to write an application by yourself. It's not even professional, but most of the organisation are looking for projects factory writers. This demotivating me a lot, especially when I have to write an application where I fell in the beneficiary category.	7/15/2024 12:11 PM
30	Na	7/15/2024 10:48 AM

Q5 Overall, how satisfied are you with your job as a project manager for EU-funded projects? (select the degree that expresses your view)

Answered: 101 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	70	7,053	101
Total Respondents: 101			

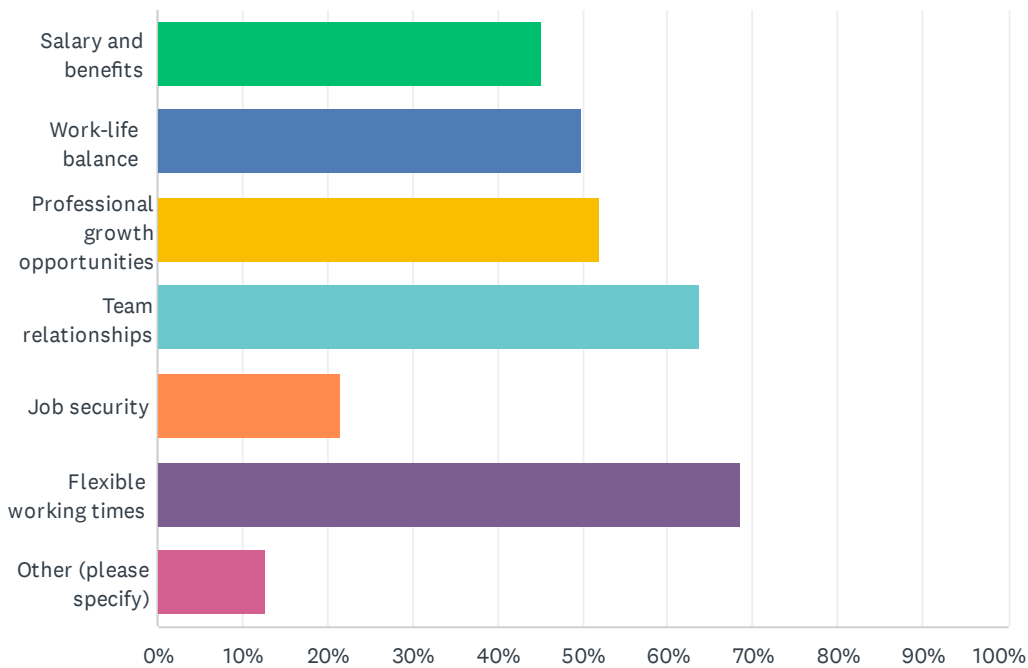
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3	70	9/19/2024 12:04 PM
4	70	9/19/2024 11:23 AM
5	100	9/12/2024 7:07 PM
6	60	9/10/2024 12:57 AM
7	100	9/9/2024 11:48 AM
8	68	9/6/2024 2:03 PM
9	70	9/5/2024 2:34 PM
10	60	9/4/2024 12:46 PM
11	66	9/3/2024 8:03 AM
12	80	8/27/2024 12:31 PM
13	100	8/22/2024 7:22 PM
14	80	8/20/2024 6:07 PM
15	75	8/20/2024 3:47 PM
16	84	8/14/2024 11:00 AM
17	50	8/7/2024 2:41 PM
18	72	8/6/2024 4:37 PM
19	0	8/5/2024 6:42 PM
20	65	8/5/2024 12:52 PM
21	64	8/5/2024 12:07 PM
22	34	8/5/2024 11:22 AM

23	30	8/5/2024 10:25 AM
24	60	8/4/2024 2:14 PM
25	25	8/3/2024 11:27 AM
26	70	8/2/2024 4:46 PM
27	87	8/2/2024 3:36 PM
28	85	8/2/2024 1:31 PM
29	79	8/2/2024 8:51 AM
30	100	8/1/2024 7:18 PM
31	99	8/1/2024 6:36 PM
32	90	8/1/2024 6:05 PM
33	40	8/1/2024 5:52 PM
34	75	8/1/2024 5:41 PM
35	65	8/1/2024 4:21 PM
36	61	7/31/2024 6:03 PM
37	75	7/31/2024 9:35 AM
38	60	7/30/2024 1:56 PM
39	84	7/30/2024 9:40 AM
40	54	7/30/2024 8:50 AM
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52	80	7/24/2024 11:44 PM
53	59	7/24/2024 7:45 PM
54	75	7/24/2024 12:53 PM
55	95	7/24/2024 10:17 AM
56	91	7/24/2024 7:45 AM
57	80	7/23/2024 6:40 PM
58	84	7/23/2024 6:24 PM
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62	70	7/23/2024 2:41 PM
63	80	7/23/2024 2:29 PM

64	22	7/23/2024 2:23 PM
65	70	7/23/2024 1:56 PM
66	69	7/23/2024 1:03 PM
67	85	7/23/2024 1:02 PM
68	41	7/23/2024 12:52 PM
69	85	7/23/2024 12:23 PM
70	40	7/23/2024 12:11 PM
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72	80	7/23/2024 11:01 AM
73	70	7/23/2024 10:09 AM
74	70	7/23/2024 8:31 AM
75	70	7/22/2024 7:33 PM
76	75	7/22/2024 5:01 PM
77	76	7/22/2024 4:46 PM
78	85	7/22/2024 4:34 PM
79	90	7/22/2024 2:12 PM
80	82	7/22/2024 12:20 PM
81	80	7/22/2024 8:49 AM
82	91	7/21/2024 12:27 PM
83	70	7/19/2024 2:33 PM
84	75	7/18/2024 7:10 PM
85	54	7/18/2024 1:26 PM
86	80	7/18/2024 9:40 AM
87	80	7/17/2024 11:29 AM
88	50	7/17/2024 12:02 AM
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95	83	7/15/2024 12:30 PM
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97	50	7/15/2024 11:36 AM
98	80	7/15/2024 11:00 AM
99	73	7/15/2024 11:00 AM
100	20	7/15/2024 10:50 AM
101	80	7/15/2024 10:35 AM

Q6 What factors contribute most to your job satisfaction? (Select all that apply)

Answered: 102 Skipped: 0



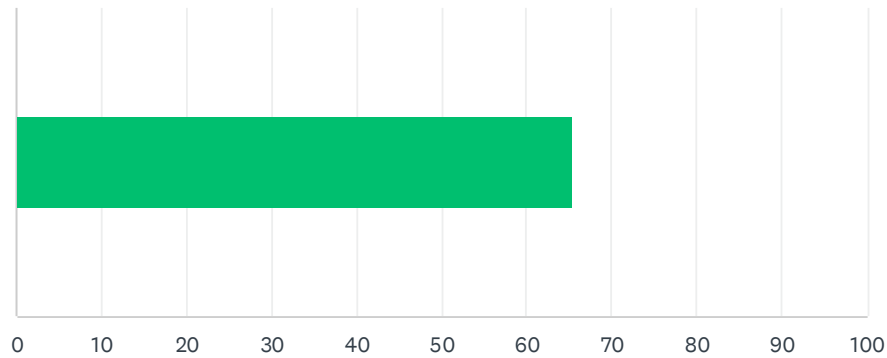
ANSWER CHOICES	RESPONSES
Salary and benefits	45.10% 46
Work-life balance	50.00% 51
Professional growth opportunities	51.96% 53
Team relationships	63.73% 65
Job security	21.57% 22
Flexible working times	68.63% 70
Other (please specify)	12.75% 13
Total Respondents: 102	

#	OTHER (PLEASE SPECIFY)	DATE
1	Networking on a transnational level; New knowledge and innovation	9/25/2024 9:17 AM
2	General issues tackled such as human rights, active citizenship, life-long learning, etc	9/19/2024 11:23 AM
3	schedule	8/5/2024 12:52 PM
4	Meaningful contribution to society's challenges	8/1/2024 6:36 PM
5	Networking	7/31/2024 6:03 PM
6	The work-life balance is just because I am a freelancer and owner of my business, if I were an employee it would have been the opposite. I would add the diversity of topics, the multicultural and international aspects of the projects, and the travels.	7/25/2024 5:47 PM
7	Getting to know people from all over europe, their culture and its impact on the projects.	7/25/2024 12:48 PM

8	autonomy, experience	7/24/2024 12:53 PM
9	Confirmation and fulfillment	7/24/2024 10:17 AM
10	.	7/23/2024 3:57 PM
11	Deal with topics that I consider relevant to society	7/23/2024 2:41 PM
12	Competent supportive management	7/23/2024 12:11 PM
13	Being able to work on different projects with different people	7/22/2024 12:20 PM

Q7 How manageable do you find your current workload related to EU-funded projects? (select the degree that expresses your view)

Answered: 101 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	65	6,605	101
Total Respondents: 101			

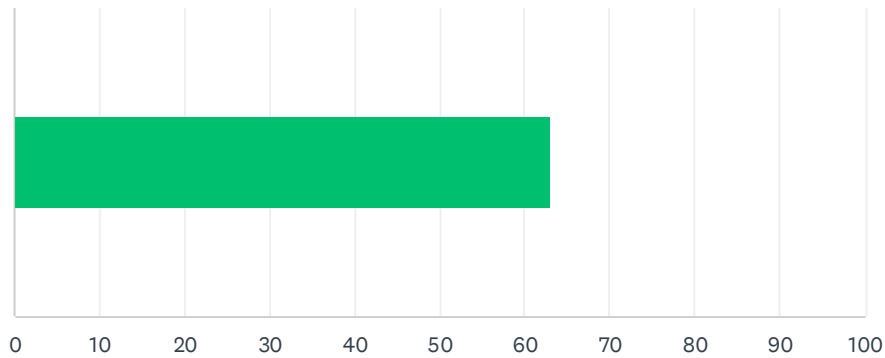
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5	100	9/12/2024 7:07 PM
6	75	9/10/2024 12:57 AM
7	94	9/9/2024 11:48 AM
8	46	9/6/2024 2:03 PM
9	84	9/5/2024 2:34 PM
10	50	9/4/2024 12:46 PM
11	68	9/3/2024 8:03 AM
12	75	8/27/2024 12:31 PM
13	70	8/22/2024 7:22 PM
14	84	8/20/2024 6:07 PM
15	65	8/20/2024 3:47 PM
16	51	8/14/2024 11:00 AM
17	98	8/7/2024 2:41 PM
18	51	8/6/2024 4:37 PM
19	0	8/5/2024 6:42 PM
20	35	8/5/2024 12:52 PM
21	58	8/5/2024 12:07 PM
22	42	8/5/2024 11:22 AM

23	70	8/5/2024 10:25 AM
24	60	8/4/2024 2:14 PM
25	80	8/3/2024 11:27 AM
26	70	8/2/2024 4:46 PM
27	100	8/2/2024 3:36 PM
28	75	8/2/2024 1:31 PM
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56	90	7/24/2024 7:45 AM
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58	70	7/23/2024 6:24 PM
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62	70	7/23/2024 2:41 PM
63	40	7/23/2024 2:29 PM

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65	60	7/23/2024 1:56 PM
66	60	7/23/2024 1:03 PM
67	50	7/23/2024 1:02 PM
68	50	7/23/2024 12:52 PM
69	100	7/23/2024 12:23 PM
70	48	7/23/2024 12:11 PM
71	100	7/23/2024 11:06 AM
72	60	7/23/2024 11:01 AM
73	80	7/23/2024 10:09 AM
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76	80	7/22/2024 5:01 PM
77	88	7/22/2024 4:46 PM
78	85	7/22/2024 4:34 PM
79	90	7/22/2024 2:12 PM
80	67	7/22/2024 12:20 PM
81	40	7/22/2024 8:49 AM
82	15	7/21/2024 12:27 PM
83	20	7/19/2024 2:33 PM
84	62	7/18/2024 7:10 PM
85	54	7/18/2024 1:26 PM
86	75	7/18/2024 9:40 AM
87	70	7/17/2024 11:29 AM
88	44	7/17/2024 12:02 AM
89	50	7/16/2024 3:54 PM
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95	75	7/15/2024 12:30 PM
96	45	7/15/2024 12:20 PM
97	70	7/15/2024 11:36 AM
98	85	7/15/2024 11:00 AM
99	82	7/15/2024 11:00 AM
100	50	7/15/2024 10:50 AM
101	95	7/15/2024 10:35 AM

Q8 How would you rate your work-life balance? (select the degree that expresses your view)

Answered: 100 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	63	6,319	100
Total Respondents: 100			

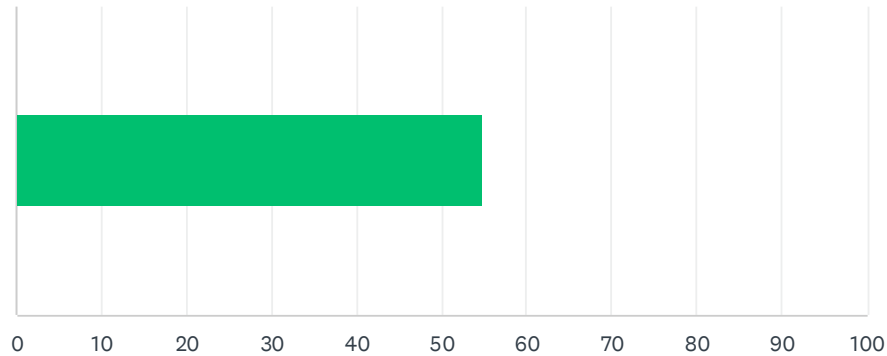
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9	71	9/5/2024 2:34 PM
10	60	9/4/2024 12:46 PM
11	68	9/3/2024 8:03 AM
12	65	8/27/2024 12:31 PM
13	65	8/22/2024 7:22 PM
14	71	8/20/2024 6:07 PM
15	70	8/20/2024 3:47 PM
16	37	8/14/2024 11:00 AM
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43	73	7/28/2024 9:52 AM
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95	35	7/15/2024 12:20 PM
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97	75	7/15/2024 11:00 AM
98	75	7/15/2024 11:00 AM
99	31	7/15/2024 10:50 AM
100	80	7/15/2024 10:35 AM

Q9 How would you rate the opportunities for professional development and training specifically for EU-funded project management that were provided to you? (select the degree that expresses your view)

Answered: 100 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	55	5,489	100
Total Respondents: 100			

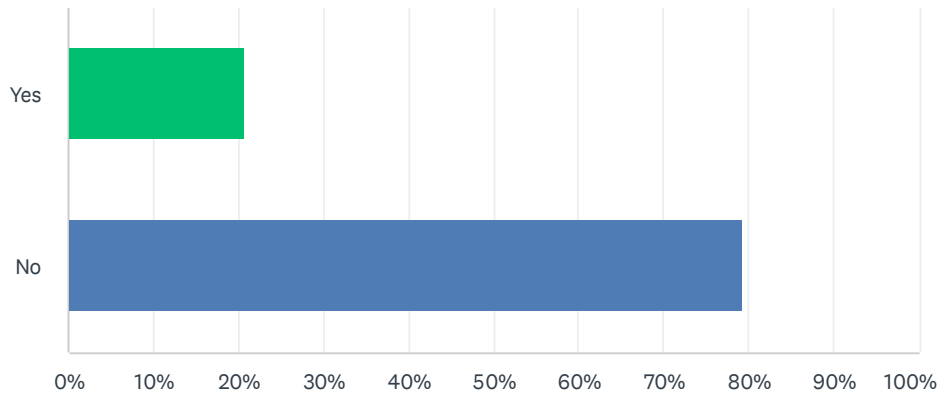
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17	22	8/7/2024 2:41 PM
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21	50	8/5/2024 12:07 PM

22	59	8/5/2024 11:22 AM
23	20	8/5/2024 10:25 AM
24	10	8/4/2024 2:14 PM
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26	50	8/2/2024 4:46 PM
27	11	8/2/2024 3:36 PM
28	71	8/2/2024 1:31 PM
29	80	8/2/2024 8:51 AM
30	99	8/1/2024 7:18 PM
31	84	8/1/2024 6:36 PM
32	80	8/1/2024 6:05 PM
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41	75	7/29/2024 5:50 PM
42	85	7/29/2024 11:23 AM
43	53	7/28/2024 9:52 AM
44	25	7/26/2024 10:28 PM
45	10	7/25/2024 5:47 PM
46	47	7/25/2024 2:47 PM
47	80	7/25/2024 2:00 PM
48	85	7/25/2024 1:36 PM
49	40	7/25/2024 12:48 PM
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91	30	7/16/2024 9:13 AM
92	98	7/15/2024 6:13 PM
93	50	7/15/2024 1:49 PM
94	80	7/15/2024 12:30 PM
95	61	7/15/2024 12:20 PM
96	50	7/15/2024 11:36 AM
97	70	7/15/2024 11:00 AM
98	58	7/15/2024 11:00 AM
99	0	7/15/2024 10:50 AM
100	85	7/15/2024 10:35 AM

Q10 Did you have recent training and development opportunities to improve your time management skills?

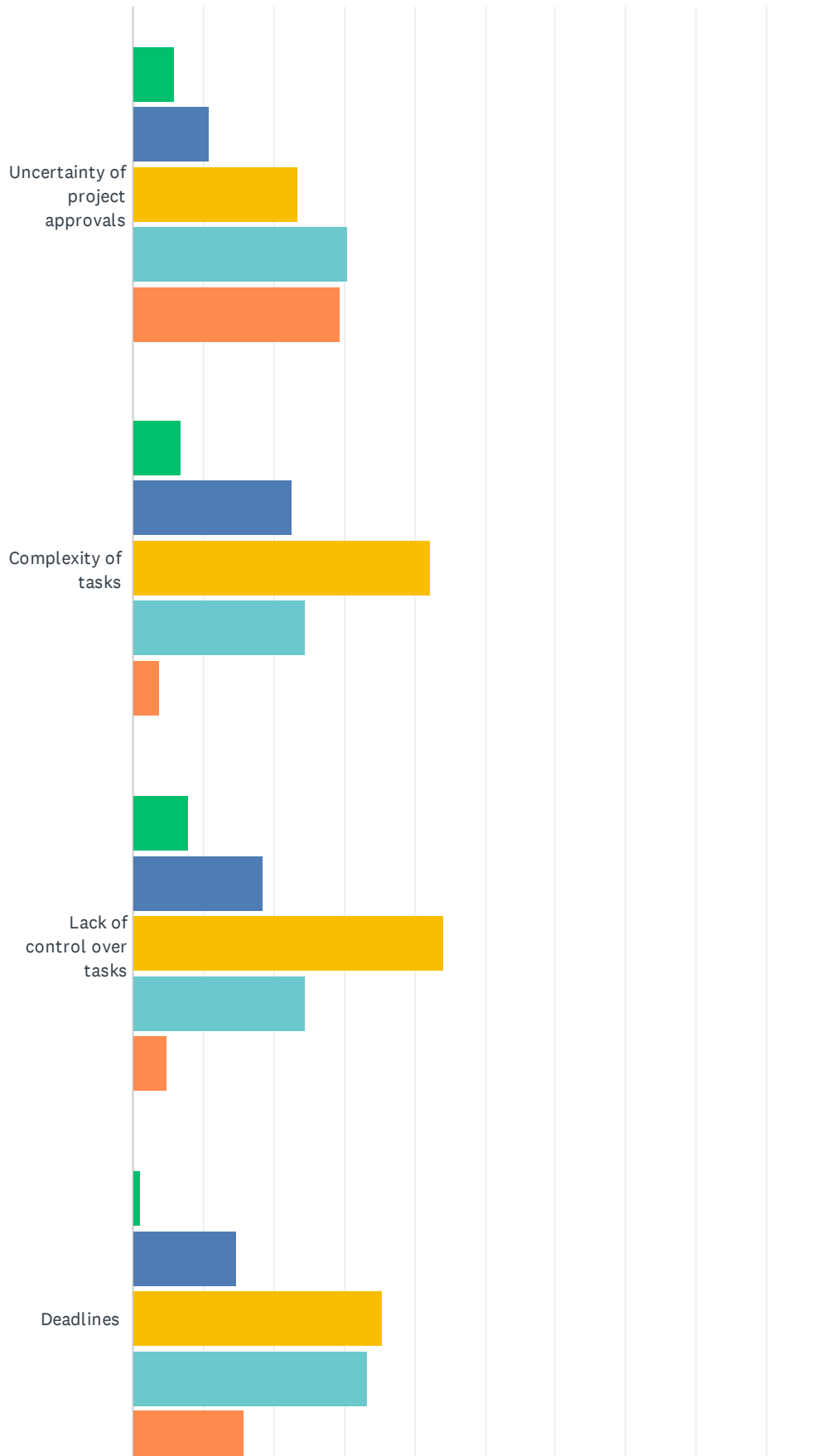
Answered: 102 Skipped: 0

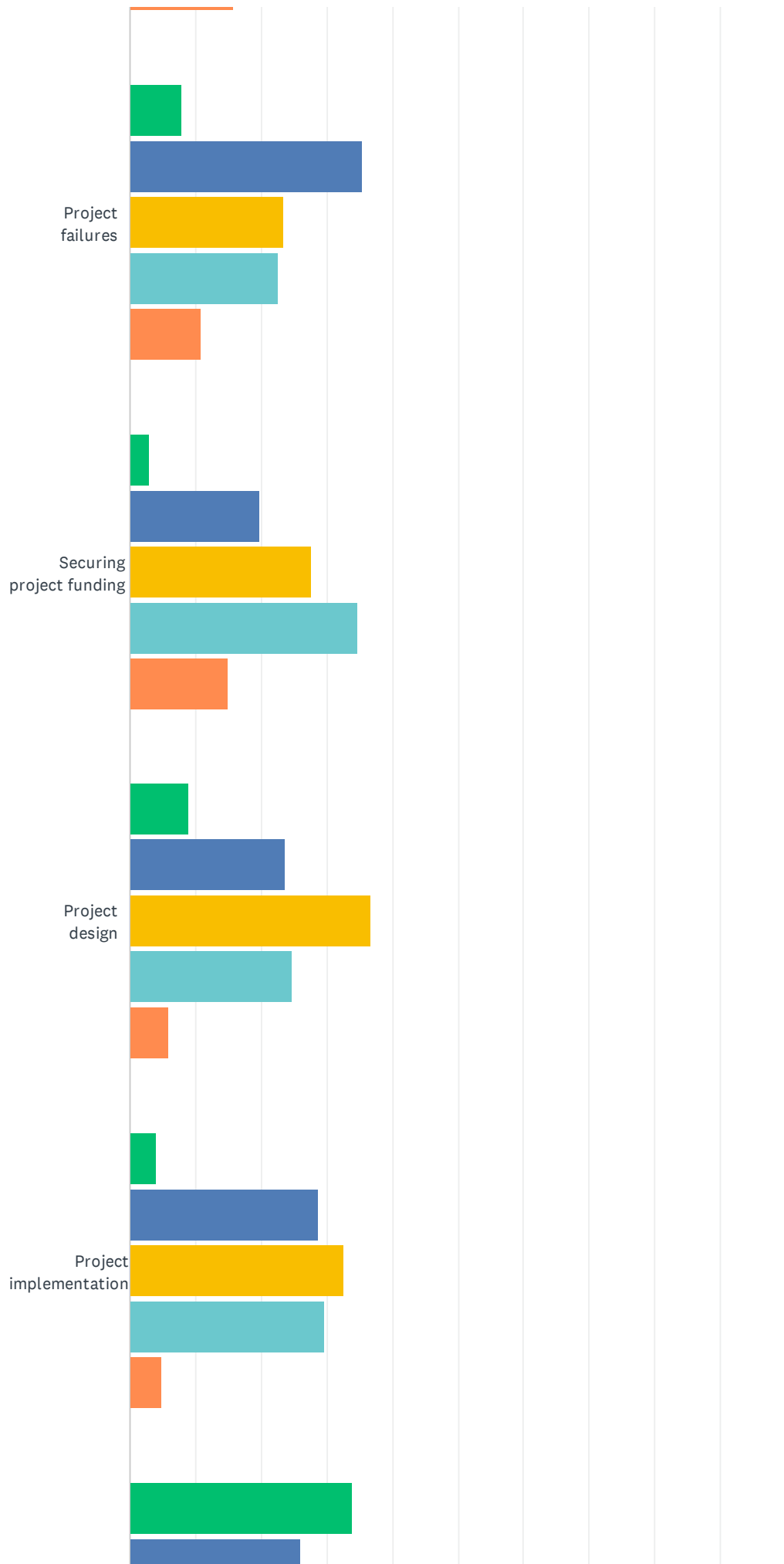


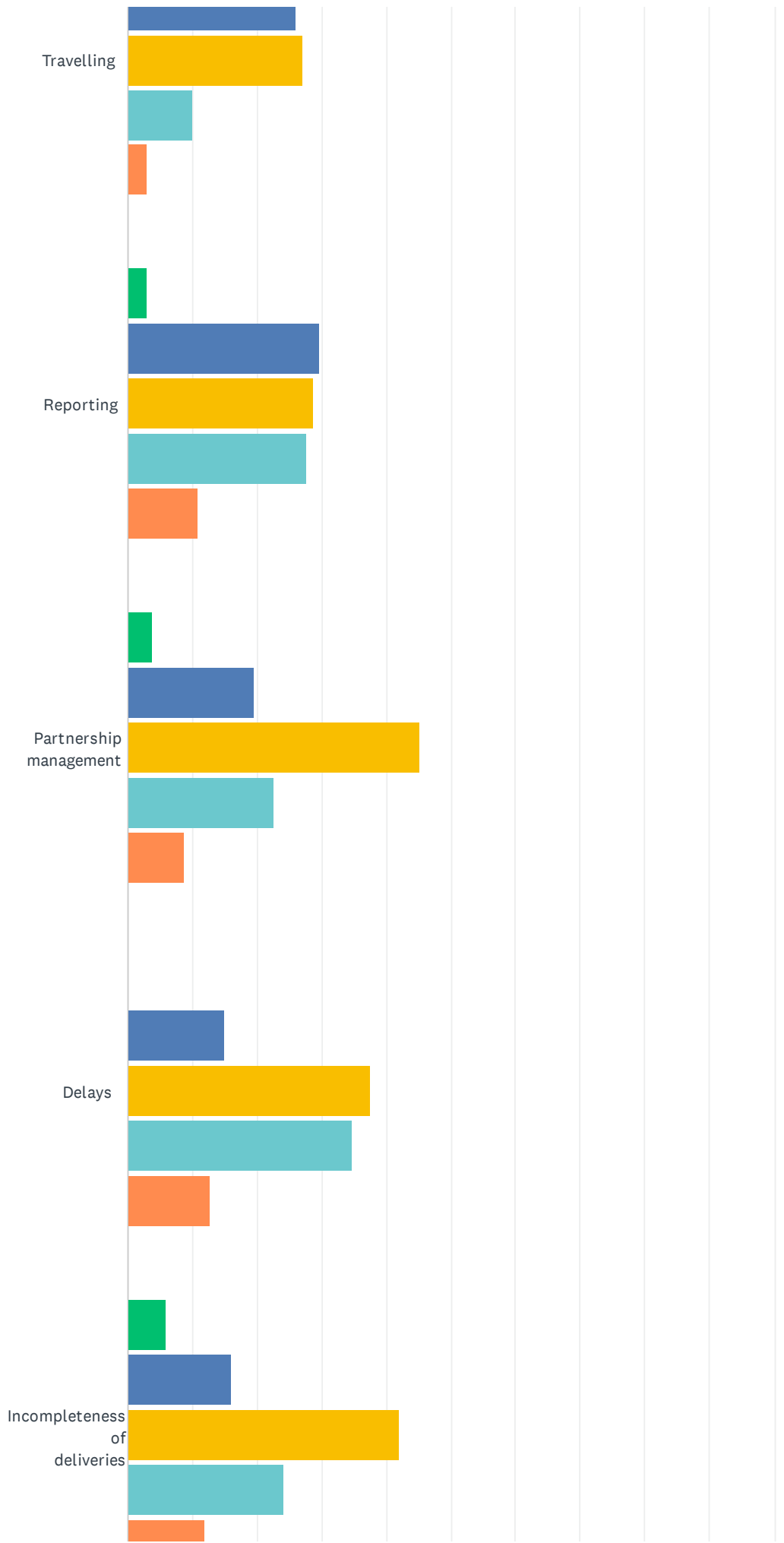
ANSWER CHOICES	RESPONSES	
Yes	20.59%	21
No	79.41%	81
TOTAL		102

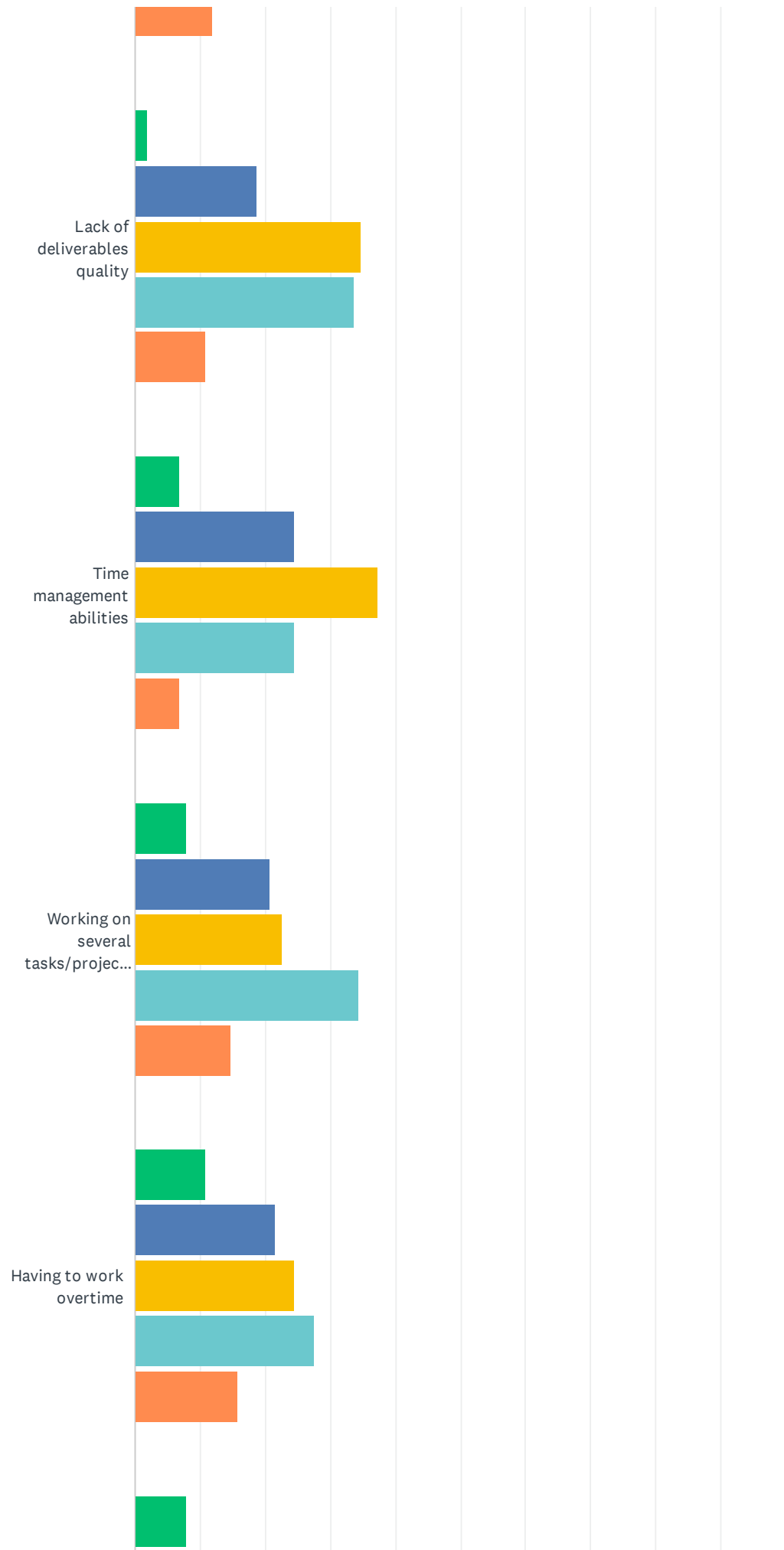
Q11 To what extent the following items contribute to your working stress level (for each item tackle your answer):

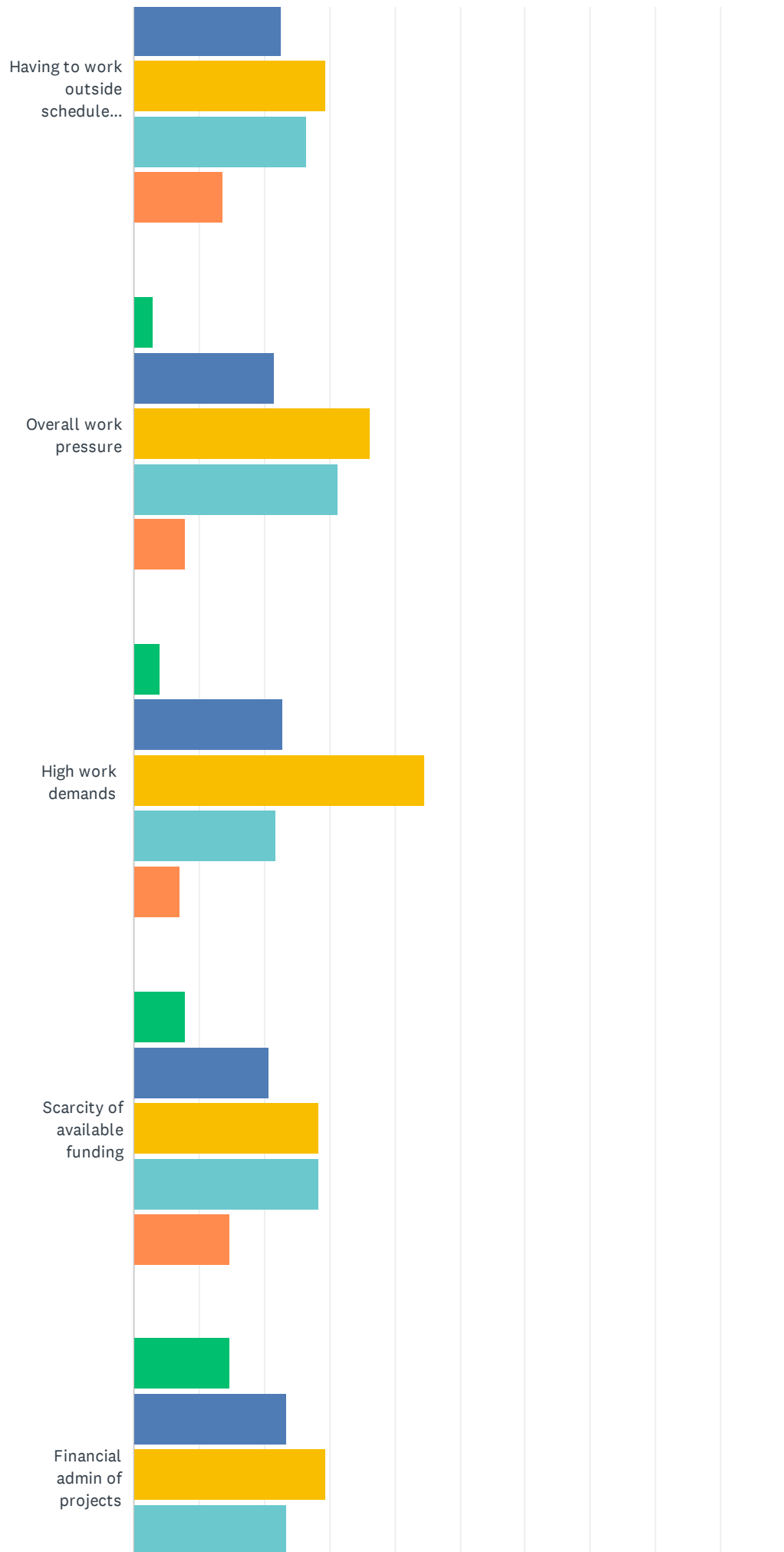
Answered: 102 Skipped: 0

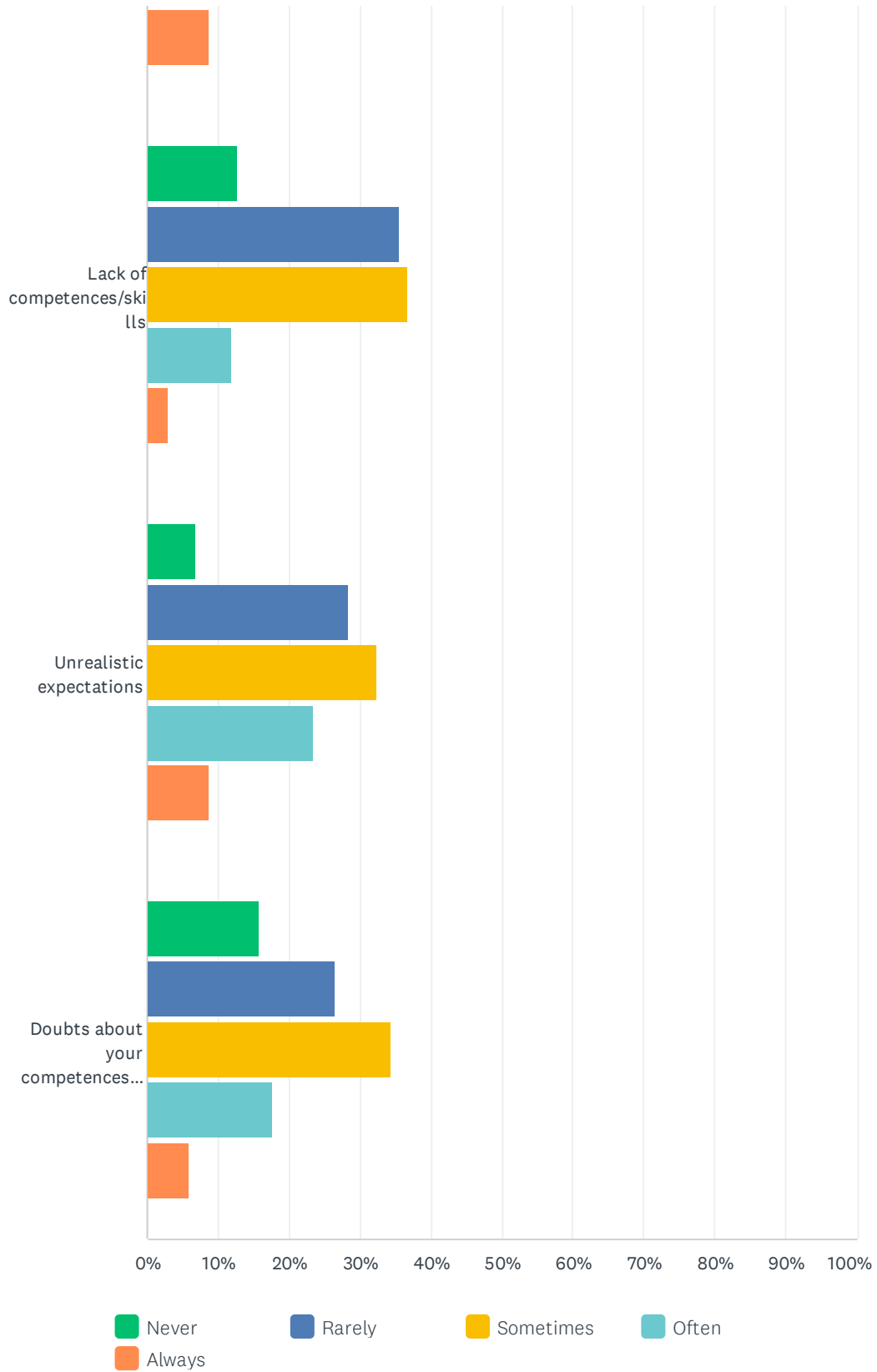








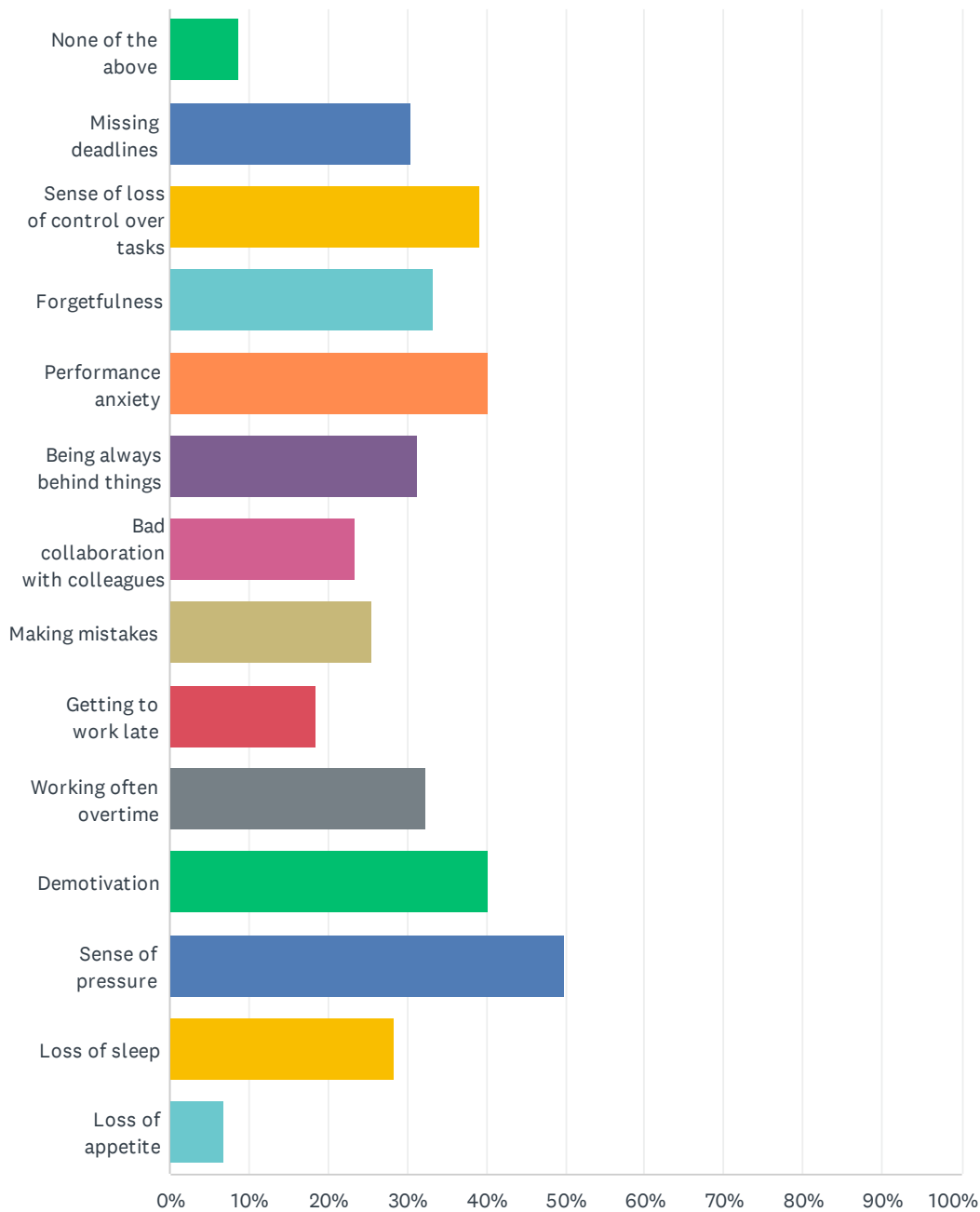




	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS	TOTAL	WEIGHTED AVERAGE
Uncertainty of project approvals	5.88% 6	10.78% 11	23.53% 24	30.39% 31	29.41% 30	102	3.67
Complexity of tasks	6.86% 7	22.55% 23	42.16% 43	24.51% 25	3.92% 4	102	2.96
Lack of control over tasks	7.84% 8	18.63% 19	44.12% 45	24.51% 25	4.90% 5	102	3.00
Deadlines	0.98% 1	14.71% 15	35.29% 36	33.33% 34	15.69% 16	102	3.48
Project failures	7.84% 8	35.29% 36	23.53% 24	22.55% 23	10.78% 11	102	2.93
Securing project funding	2.97% 3	19.80% 20	27.72% 28	34.65% 35	14.85% 15	101	3.39
Project design	8.91% 9	23.76% 24	36.63% 37	24.75% 25	5.94% 6	101	2.95
Project implementation	3.96% 4	28.71% 29	32.67% 33	29.70% 30	4.95% 5	101	3.03
Travelling	34.00% 34	26.00% 26	27.00% 27	10.00% 10	3.00% 3	100	2.22
Reporting	2.97% 3	29.70% 30	28.71% 29	27.72% 28	10.89% 11	101	3.14
Partnership management	3.92% 4	19.61% 20	45.10% 46	22.55% 23	8.82% 9	102	3.13
Delays	0.00% 0	14.85% 15	37.62% 38	34.65% 35	12.87% 13	101	3.46
Incompleteness of deliveries	6.00% 6	16.00% 16	42.00% 42	24.00% 24	12.00% 12	100	3.20
Lack of deliverables quality	1.98% 2	18.81% 19	34.65% 35	33.66% 34	10.89% 11	101	3.33
Time management abilities	6.86% 7	24.51% 25	37.25% 38	24.51% 25	6.86% 7	102	3.00
Working on several tasks/projects	7.84% 8	20.59% 21	22.55% 23	34.31% 35	14.71% 15	102	3.27
Having to work overtime	10.78% 11	21.57% 22	24.51% 25	27.45% 28	15.69% 16	102	3.16
Having to work outside schedule times	7.84% 8	22.55% 23	29.41% 30	26.47% 27	13.73% 14	102	3.16
Overall work pressure	2.94% 3	21.57% 22	36.27% 37	31.37% 32	7.84% 8	102	3.20
High work demands	3.96% 4	22.77% 23	44.55% 45	21.78% 22	6.93% 7	101	3.05
Scarcity of available funding	7.84% 8	20.59% 21	28.43% 29	28.43% 29	14.71% 15	102	3.22
Financial admin of projects	14.71% 15	23.53% 24	29.41% 30	23.53% 24	8.82% 9	102	2.88
Lack of competences/skills	12.87% 13	35.64% 36	36.63% 37	11.88% 12	2.97% 3	101	2.56
Unrealistic expectations	6.86% 7	28.43% 29	32.35% 33	23.53% 24	8.82% 9	102	2.99
Doubts about your competences	15.69% 16	26.47% 27	34.31% 35	17.65% 18	5.88% 6	102	2.72

Q12 Which of the following signs of distress did you experience on a professional level in the last months (select all the relevant ones)

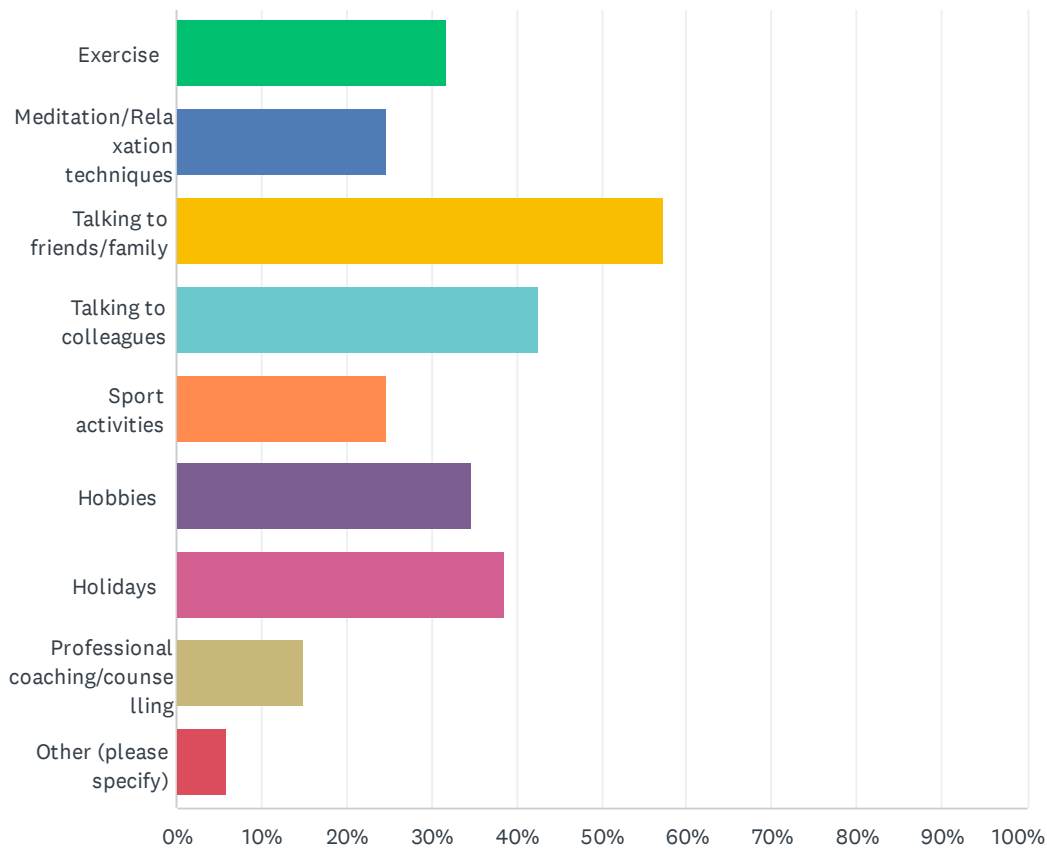
Answered: 102 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	8.82%	9
Missing deadlines	30.39%	31
Sense of loss of control over tasks	39.22%	40
Forgetfulness	33.33%	34
Performance anxiety	40.20%	41
Being always behind things	31.37%	32
Bad collaboration with colleagues	23.53%	24
Making mistakes	25.49%	26
Getting to work late	18.63%	19
Working often overtime	32.35%	33
Demotivation	40.20%	41
Sense of pressure	50.00%	51
Loss of sleep	28.43%	29
Loss of appetite	6.86%	7
Total Respondents: 102		

Q13 How do you typically cope with work-related stress? (Select all that apply to you)

Answered: 101 Skipped: 1



ANSWER CHOICES	RESPONSES
Exercise	31.68% 32
Meditation/Relaxation techniques	24.75% 25
Talking to friends/family	57.43% 58
Talking to colleagues	42.57% 43
Sport activities	24.75% 25
Hobbies	34.65% 35
Holidays	38.61% 39
Professional coaching/counseling	14.85% 15
Other (please specify)	5.94% 6
Total Respondents: 101	

#	OTHER (PLEASE SPECIFY)	DATE
1	Psychological sessions	9/19/2024 11:23 AM
2	I have no coping mechanisms implemented currently.	7/31/2024 6:03 PM
3	I just stop caring about it. After all my health is more important and no one will die if a	7/25/2024 5:47 PM

	deadline is missed.	
4	sex relationships	7/22/2024 8:49 AM
5	Faith, going to Mass, spending alone-time with God	7/21/2024 12:27 PM
6	PRAYERS	7/18/2024 9:40 AM

Q14 Add any personal comment or thought on the matter of professional wellbeing:

Answered: 22 Skipped: 80

#	RESPONSES	DATE
1	Exchange of experience and sharing problems and fears for advice/ mentor would help	9/23/2024 5:33 PM
2	Working overtime for long periods and in combination with tasks not related to EU project management drains your energy and motivation to continue, especially if your extra efforts do not get any recognition - but on the contrary the employer /supervisor expects that you keep accomplishing the same or higher results without thinking of the numerous factors that eventually will affect negatively your wellbeing and your performance.	8/20/2024 6:07 PM
3	/	8/6/2024 4:37 PM
4	Need to balance work with sports	8/5/2024 12:07 PM
5	NA	8/2/2024 3:36 PM
6	Not relevant	8/1/2024 6:05 PM
7	—	8/1/2024 5:52 PM
8	For me the most important thing is to be able to have good communication with my colleagues, from often I feel supported and helped. The big difficulty for me, on the other hand, is being able to create a relationship with partners from other countries, from whom I often feel very distant, and this increases my performance anxiety.	8/1/2024 4:21 PM
9	Facing it and using only the present moment reduces stress.	7/29/2024 11:23 AM
10	N/a	7/26/2024 10:28 PM
11	Again, I think important factor to consider is whether a person is freelancer and/or business owner or an employee. I think it would be totally impossible for me to handle the stress related to the amount of work if I were an employee. At the same time, maybe as an owner I tend to create much higher volume of work for which I care and cannot delegate. I think it is worth to investigate in this way.	7/25/2024 5:47 PM
12	Ok, I didnt get that the last page was only the start of the survey. However, I still think this is really a exciting survey.	7/25/2024 12:48 PM
13	As a project manager, would be nice to devote time to practice relaxation techniques for professional well-being	7/25/2024 10:55 AM
14	time management is important to not feel overwhelmed	7/24/2024 12:53 PM
15	Setting clear objectives and high quality plans contribute to my wellbeing	7/24/2024 7:45 AM
16	To me,professional wellbeing has to do with having both the perception and the actual skills to complete the tasks with ease	7/23/2024 8:31 AM
17	EXTENSIVE DOCUMENTATION AND WORK PAPERS IS TAKING A LOT OF ENERGY AND TIME. WHEREAS THIS TIME AND ENERGY SHOULD BE INVESTED MMORE ON DELIVERABLES AND PROJECT ACTIVITIES' IMPLEMENTATION	7/18/2024 9:40 AM
18	I like to watch certain kind of movies that help me relax when I'm feeling stressed	7/16/2024 12:56 PM
19	N/A	7/15/2024 1:49 PM
20	Often it's not taken into consideration neither by the professional or organisation who engage us. Unfortunately, often the EU project writer is seeing as an someone who helps them to get the funding to cover their salaries, but with no respect and formal recognition for the job we performed. This causes a lot of stress and anxiety as many organisations are asking us to work for free or under their instructions which are not in line with the call for proposals.	7/15/2024 12:20 PM
21	The low engagement and and poor professionalism of many organizations accessing EU funding results in challenging cooperation and low impact of projects. As a result our work is either stressful and/or demotivating	7/15/2024 11:00 AM

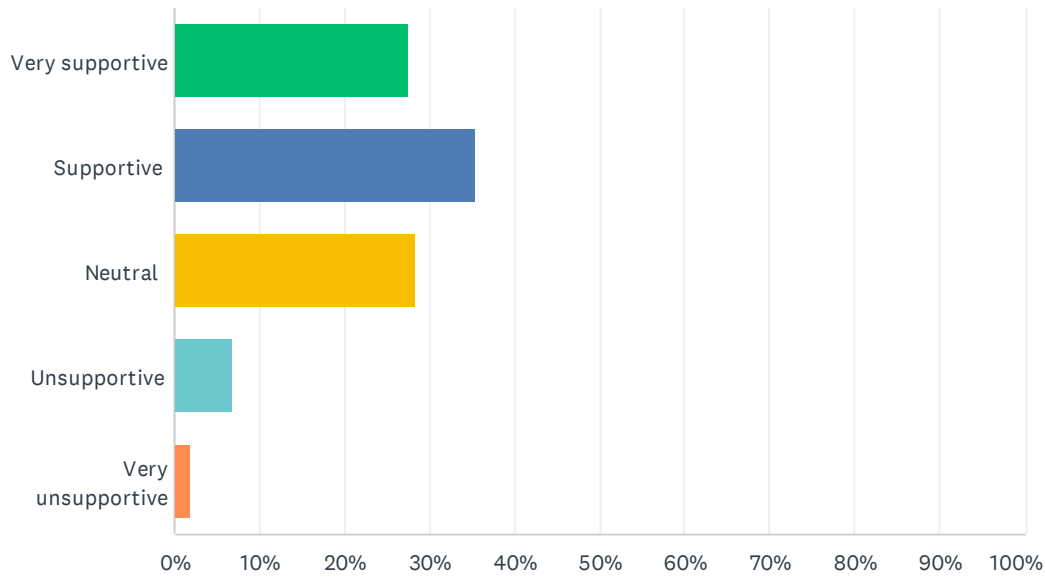
22

Na

7/15/2024 10:50 AM

Q15 How supportive do you find your workplace/organisation in your tasks as an EU project manager? (select one)

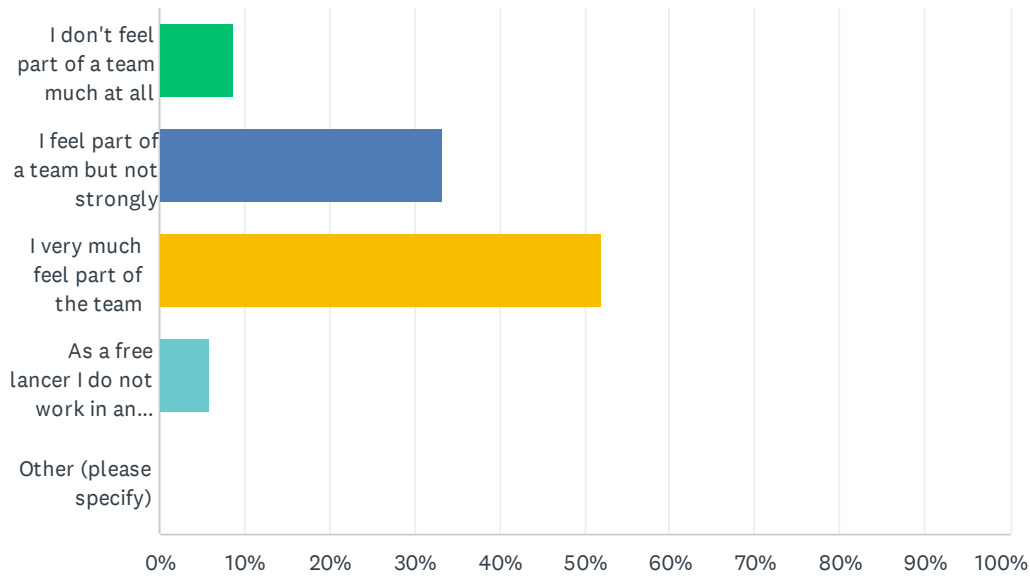
Answered: 102 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very supportive	27.45%	28
Supportive	35.29%	36
Neutral	28.43%	29
Unsupportive	6.86%	7
Very unsupportive	1.96%	2
TOTAL		102

Q16 If you work in an organisational context, how much do you feel part of a close-knit team? (select one)

Answered: 102 Skipped: 0

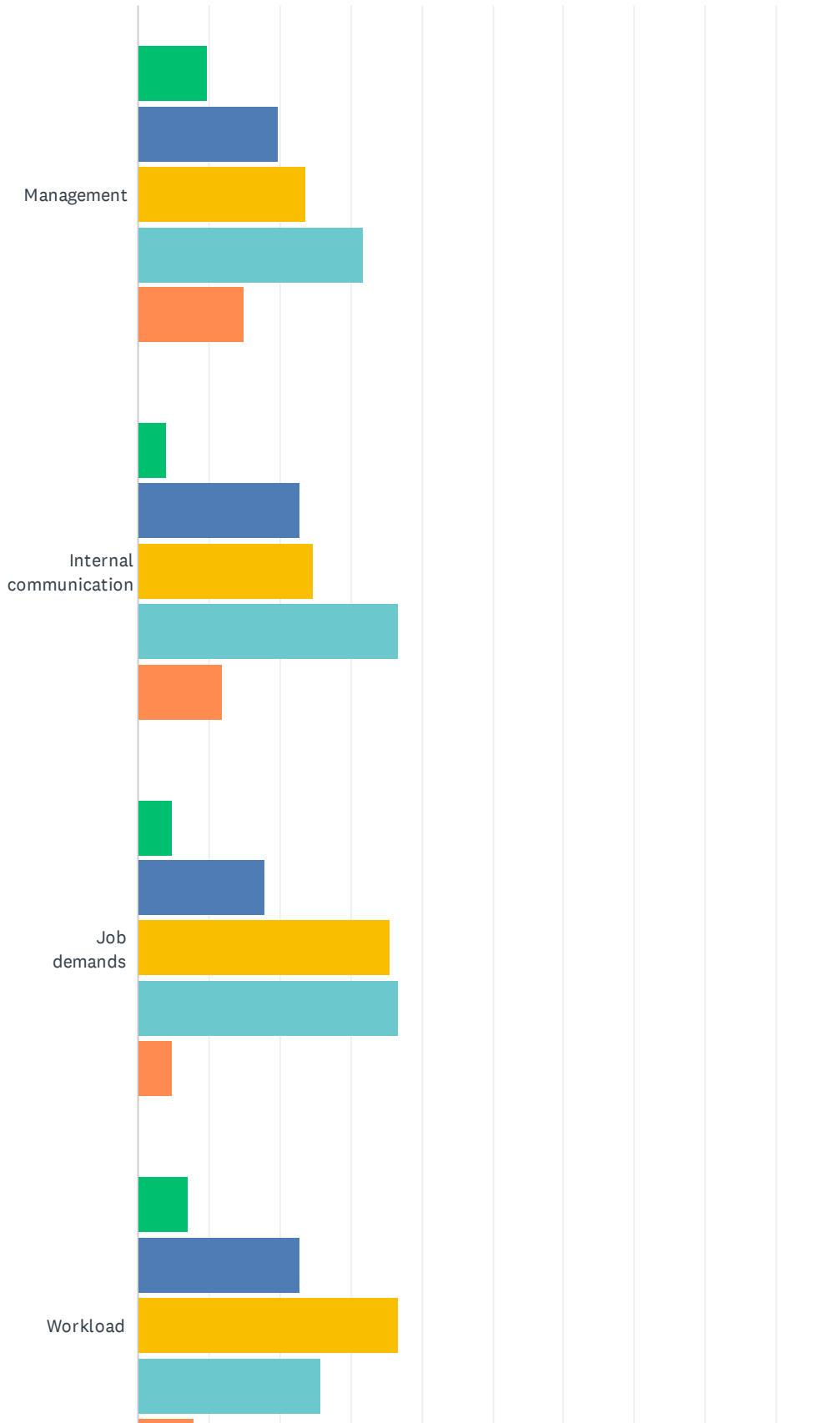


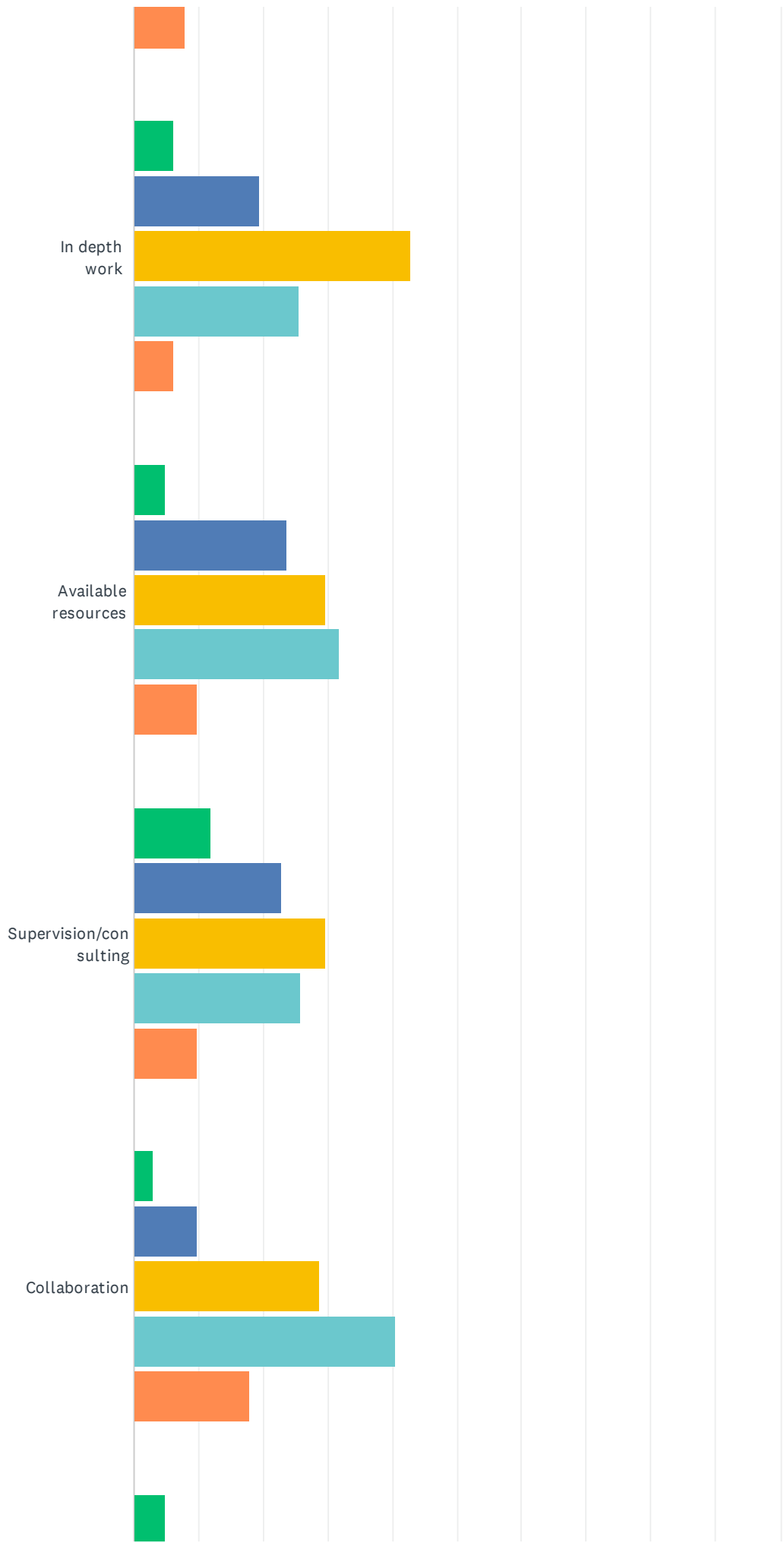
ANSWER CHOICES	RESPONSES
I don't feel part of a team much at all	8.82% 9
I feel part of a team but not strongly	33.33% 34
I very much feel part of the team	51.96% 53
As a free lancer I do not work in an organisation	5.88% 6
Other (please specify)	0.00% 0
TOTAL	102

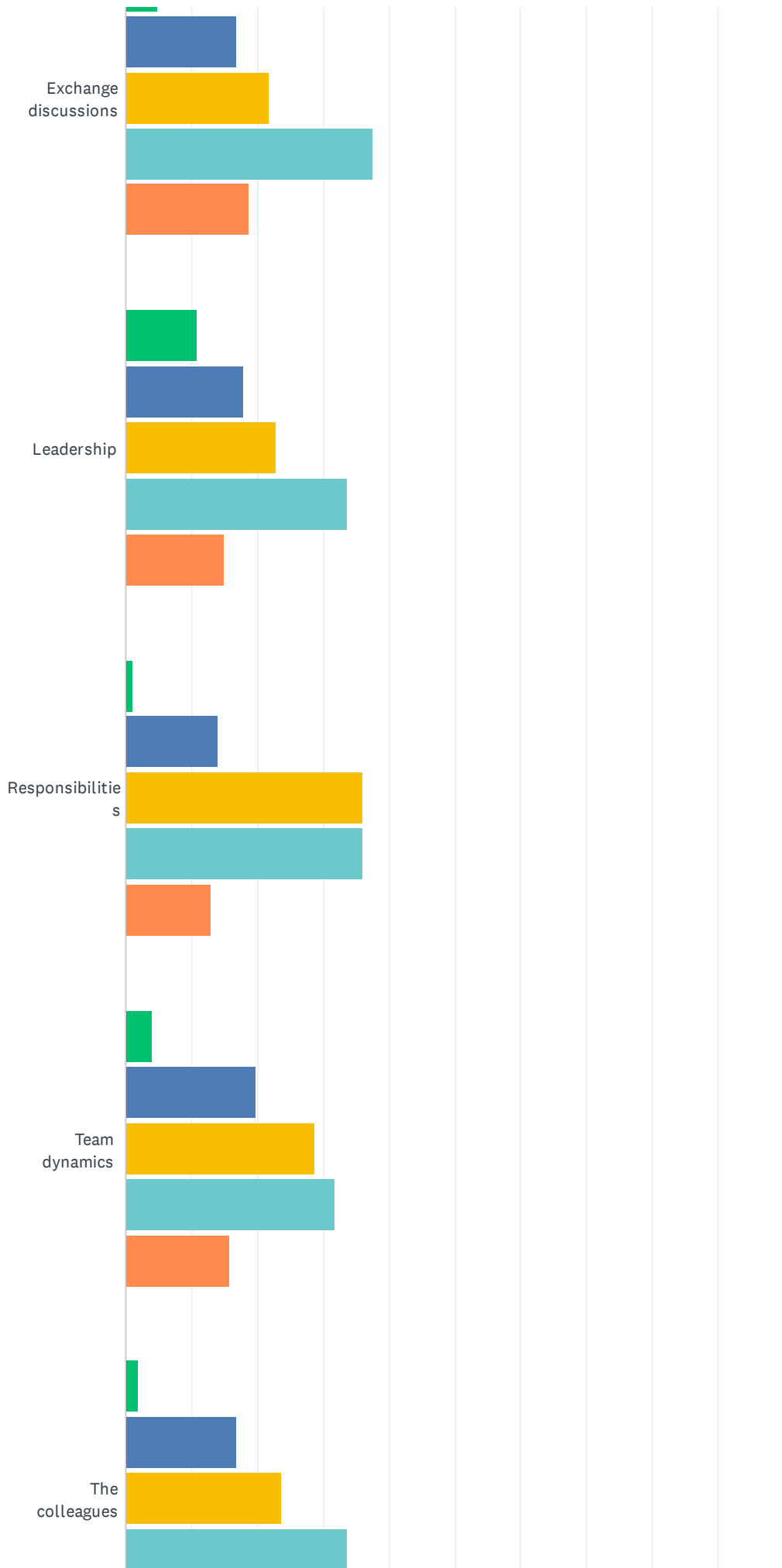
#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

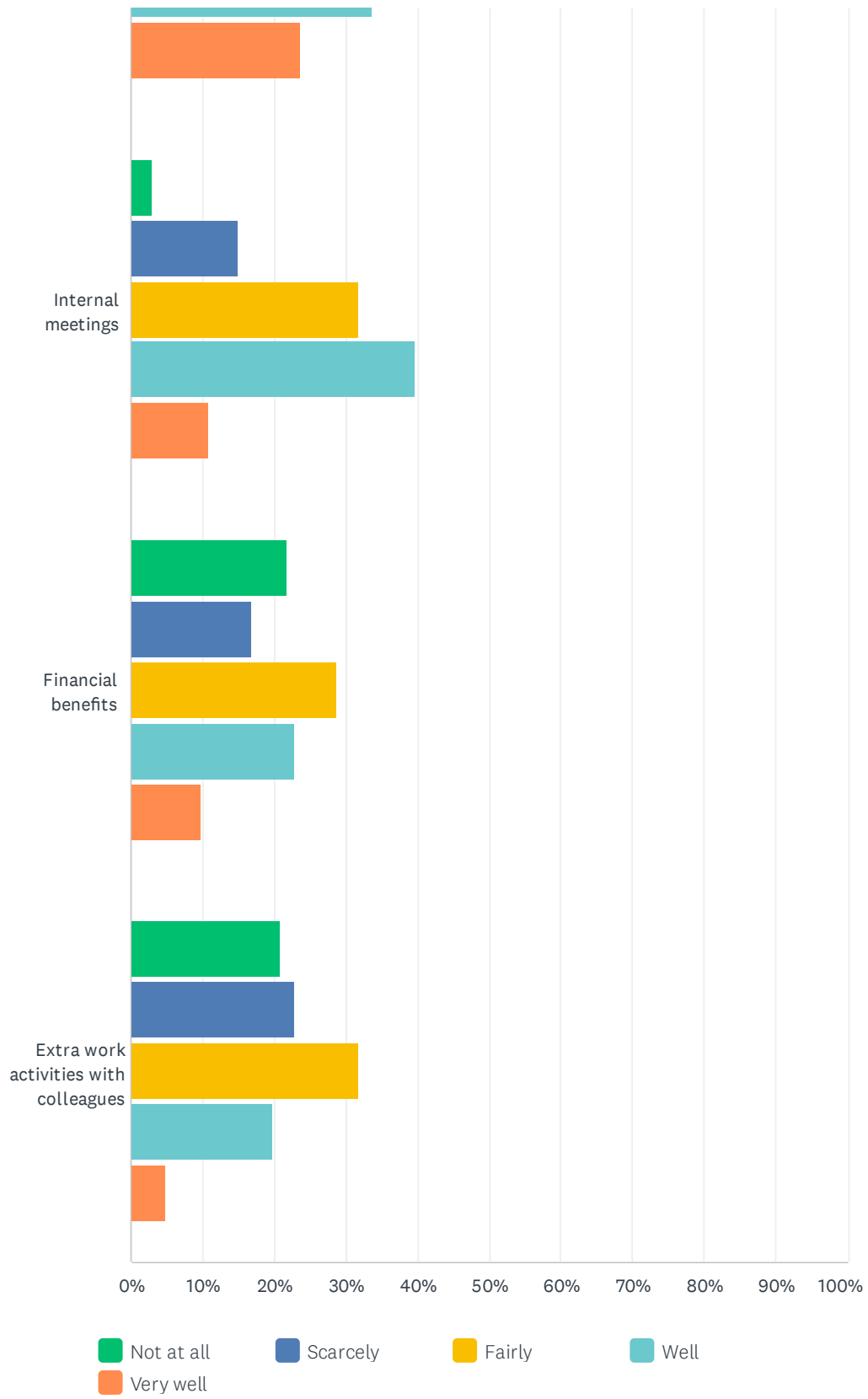
Q17 To what extent the following elements of your company's working environment properly support your wellbeing as project manager (for each item tackle your answer):

Answered: 101 Skipped: 1









	NOT AT ALL	SCARCELY	FAIRLY	WELL	VERY WELL	TOTAL	WEIGHTED AVERAGE
Management	9.90% 10	19.80% 20	23.76% 24	31.68% 32	14.85% 15	101	3.22
Internal communication	3.96% 4	22.77% 23	24.75% 25	36.63% 37	11.88% 12	101	3.30
Job demands	4.95% 5	17.82% 18	35.64% 36	36.63% 37	4.95% 5	101	3.19
Workload	6.93% 7	22.77% 23	36.63% 37	25.74% 26	7.92% 8	101	3.05
In depth work	6.12% 6	19.39% 19	42.86% 42	25.51% 25	6.12% 6	98	3.06
Available resources	4.95% 5	23.76% 24	29.70% 30	31.68% 32	9.90% 10	101	3.18
Supervision/consulting	11.88% 12	22.77% 23	29.70% 30	25.74% 26	9.90% 10	101	2.99
Collaboration	2.97% 3	9.90% 10	28.71% 29	40.59% 41	17.82% 18	101	3.60
Exchange discussions	4.95% 5	16.83% 17	21.78% 22	37.62% 38	18.81% 19	101	3.49
Leadership	10.89% 11	17.82% 18	22.77% 23	33.66% 34	14.85% 15	101	3.24
Responsibilities	1.00% 1	14.00% 14	36.00% 36	36.00% 36	13.00% 13	100	3.46
Team dynamics	3.96% 4	19.80% 20	28.71% 29	31.68% 32	15.84% 16	101	3.36
The colleagues	1.98% 2	16.83% 17	23.76% 24	33.66% 34	23.76% 24	101	3.60
Internal meetings	2.97% 3	14.85% 15	31.68% 32	39.60% 40	10.89% 11	101	3.41
Financial benefits	21.78% 22	16.83% 17	28.71% 29	22.77% 23	9.90% 10	101	2.82
Extra work activities with colleagues	20.79% 21	22.77% 23	31.68% 32	19.80% 20	4.95% 5	101	2.65

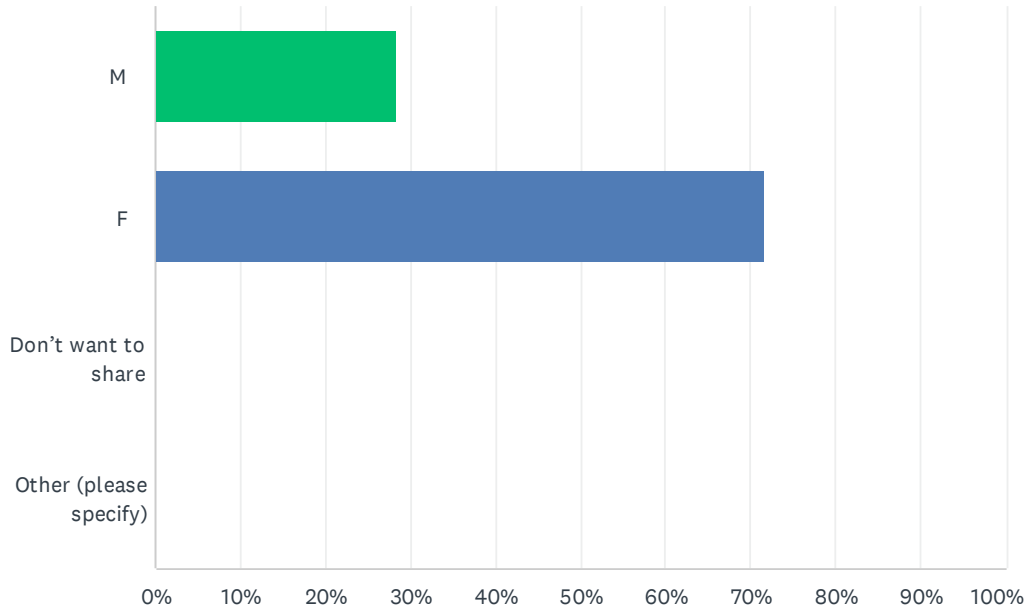
Q18 Add any personal comment or thought on the matter of corporate wellbeing:

Answered: 19 Skipped: 83

#	RESPONSES	DATE
1	I manage the organizations, so maybe sometimes it is mine fault to do not support properly my collaborators as they deserve	9/23/2024 5:35 PM
2	At the corporate level, we can say that the work and communicative environment is positive.	8/19/2024 5:15 PM
3	/	8/6/2024 4:37 PM
4	-	8/5/2024 12:08 PM
5	NA	8/2/2024 3:37 PM
6	No	8/1/2024 6:06 PM
7	--	8/1/2024 5:54 PM
8	It is important. I see improvements here.	7/29/2024 11:25 AM
9	N/a	7/26/2024 10:29 PM
10	I manage a small 3 people organisation, so it is hard to evaluate the elements above.	7/25/2024 5:49 PM
11	it would be nice to have regular team-building activities	7/25/2024 10:57 AM
12	People first	7/24/2024 7:47 AM
13	Communication, management, and climate among the colleagues are of paramount importance	7/23/2024 8:36 AM
14	feeling part of a team, a true collaborative team is a gift. Working remote made it difficult for some time, it was hard to questions, etc. But I now feel fully supported. With an massive overwork load that keeps me extremely nervous all the time, but supported by a great team	7/21/2024 12:33 PM
15	LEADING BY EXAMPLE AND ADAPTIVE MANAGEMENT LEAD TO THE ORGANIZATIONAL WELL BEING	7/18/2024 9:43 AM
16	No comment	7/16/2024 1:00 PM
17	N/A	7/15/2024 1:51 PM
18	I run the company so this last set of questions are probably to be asked to the other colleagues	7/15/2024 11:03 AM
19	Na	7/15/2024 10:52 AM

Q19 Your gender:

Answered: 102 Skipped: 0

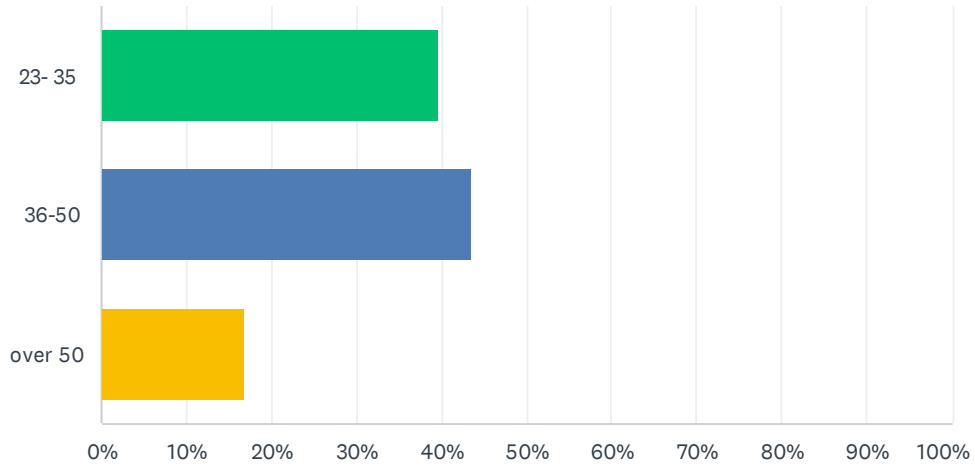


ANSWER CHOICES	RESPONSES	
M	28.43%	29
F	71.57%	73
Don't want to share	0.00%	0
Other (please specify)	0.00%	0
TOTAL		102

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q20 Your age:

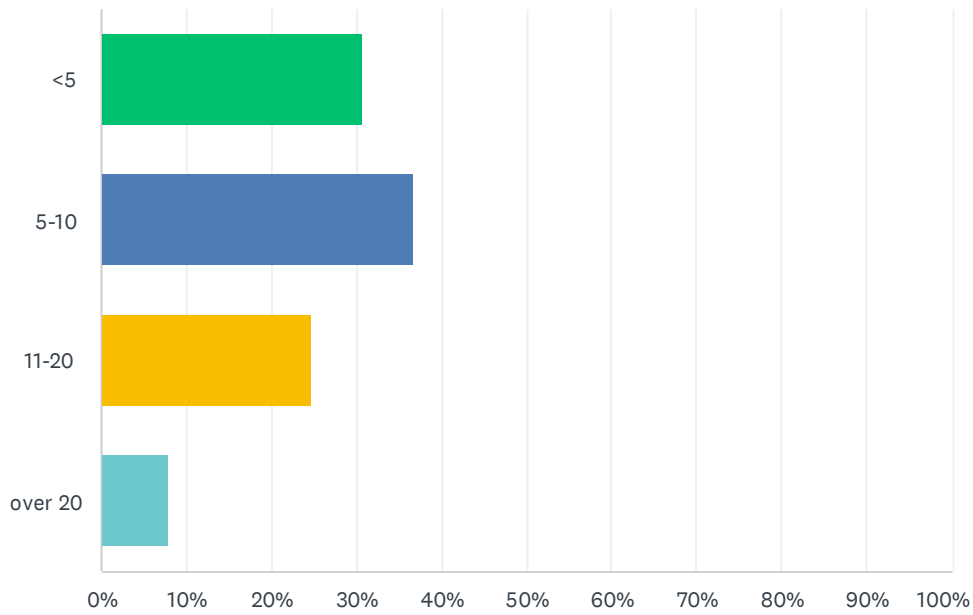
Answered: 101 Skipped: 1



ANSWER CHOICES	RESPONSES	
23- 35	39.60%	40
36-50	43.56%	44
over 50	16.83%	17
TOTAL		101

Q21 Years in the PM profession:

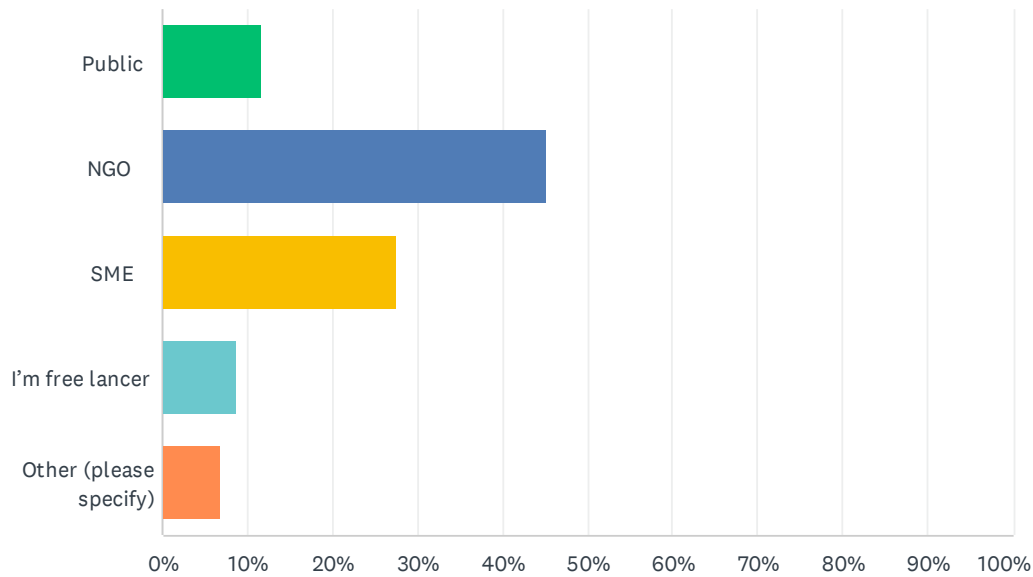
Answered: 101 Skipped: 1



ANSWER CHOICES	RESPONSES	
<5	30.69%	31
5-10	36.63%	37
11-20	24.75%	25
over 20	7.92%	8
TOTAL		101

Q22 Profile of the organisation you are working for:

Answered: 102 Skipped: 0



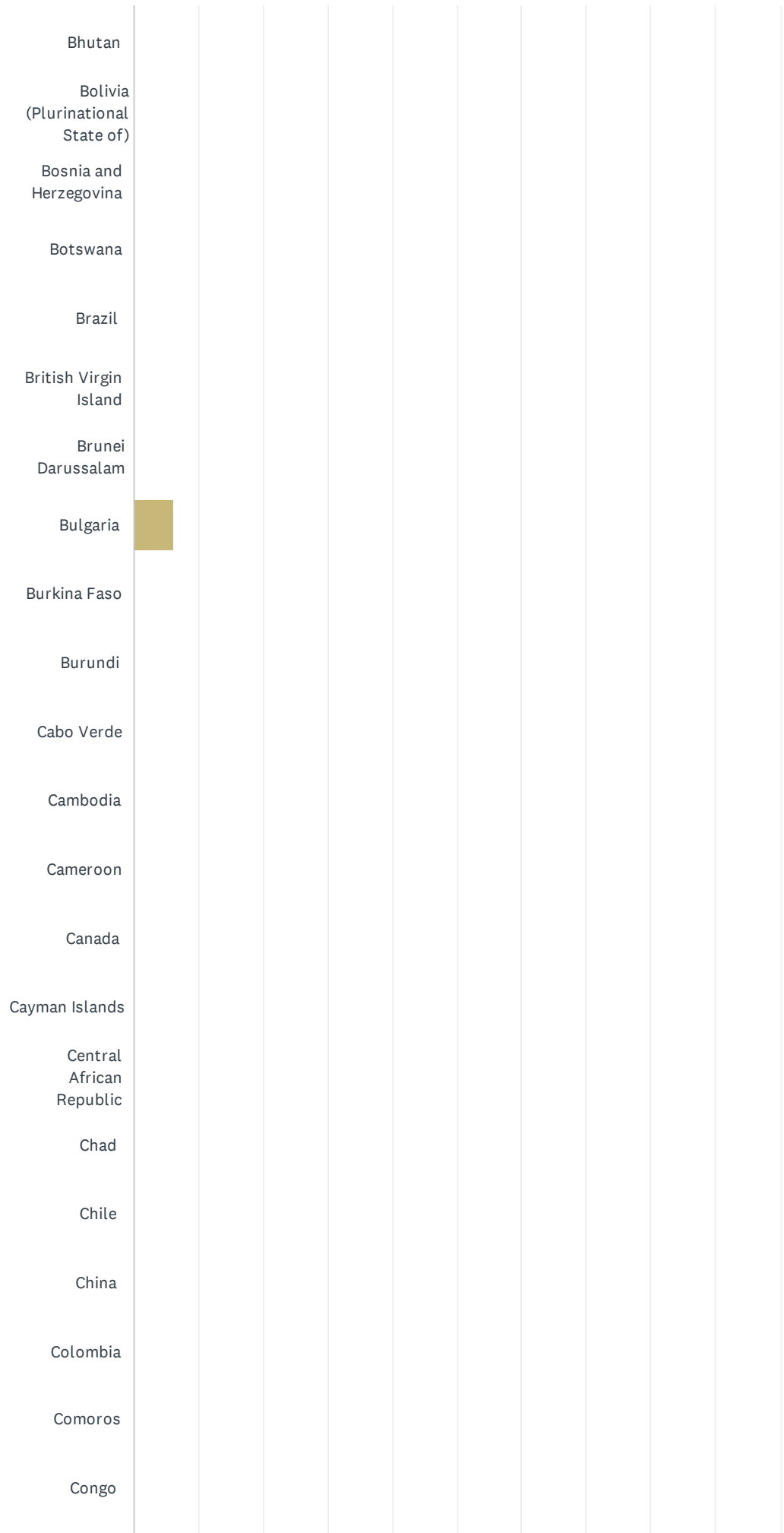
ANSWER CHOICES	RESPONSES	
Public	11.76%	12
NGO	45.10%	46
SME	27.45%	28
I'm free lancer	8.82%	9
Other (please specify)	6.86%	7
TOTAL		102

#	OTHER (PLEASE SPECIFY)	DATE
1	Social enterprise	9/9/2024 11:52 AM
2	non profit	8/7/2024 2:43 PM
3	I am an owner of NGO and also work as freelancer	7/25/2024 5:50 PM
4	Chamber of Commerce	7/23/2024 12:26 PM
5	Cooperative	7/23/2024 10:13 AM
6	Multi organisation environment both NGO, Public and SMEs	7/16/2024 1:02 PM
7	Foundation	7/15/2024 10:37 AM

Q23 In what country do you live?

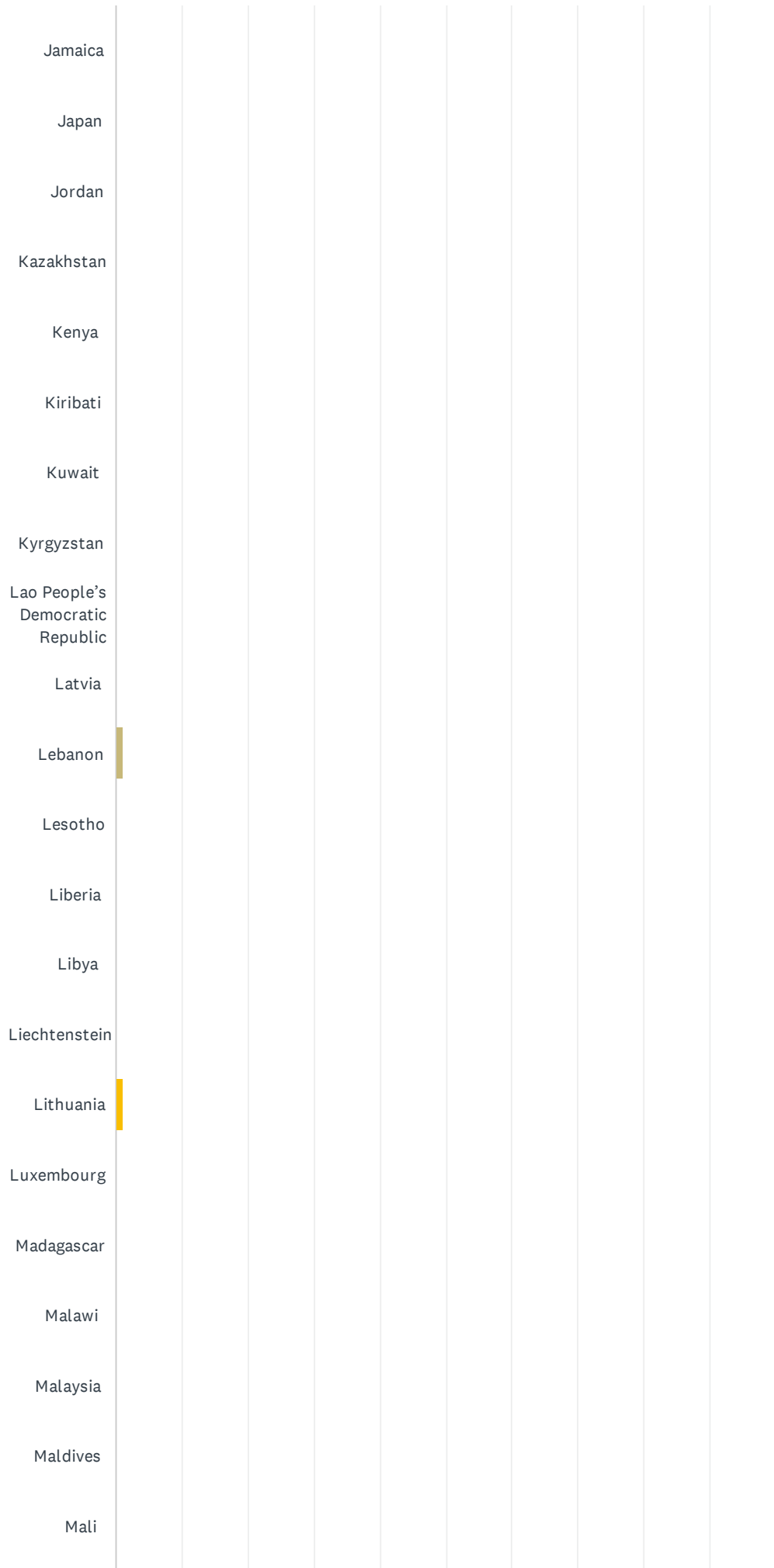
Answered: 97 Skipped: 5



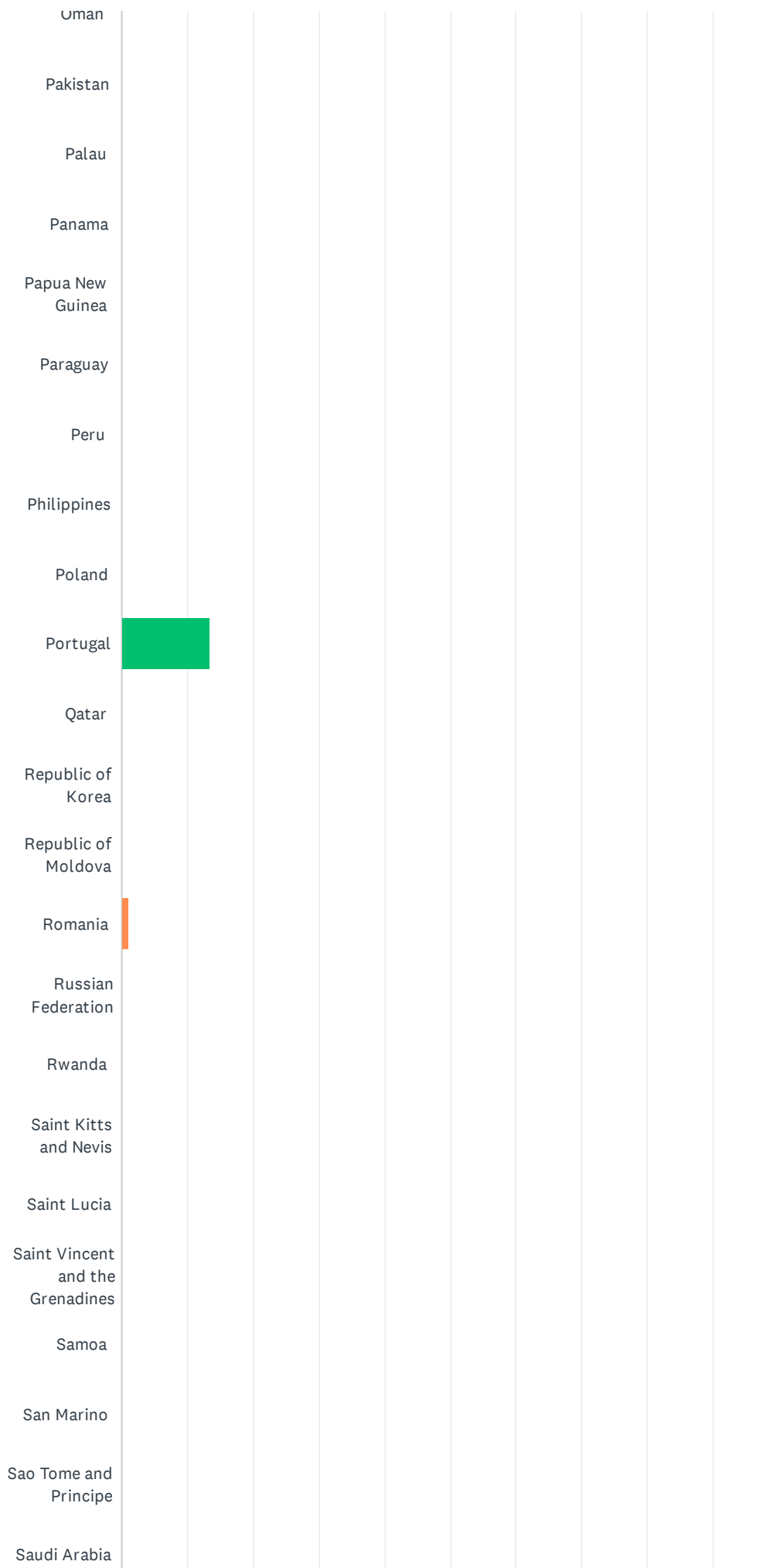




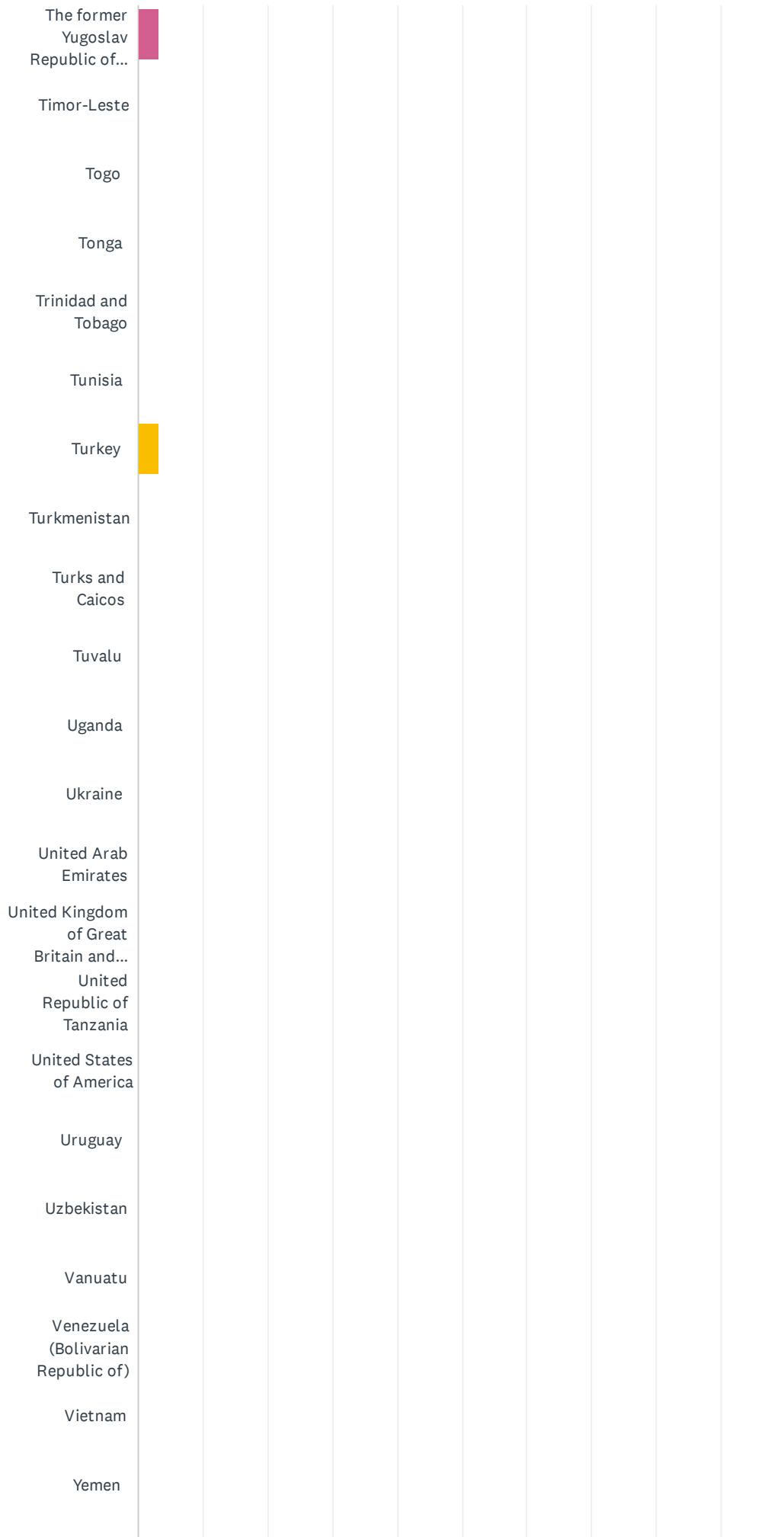


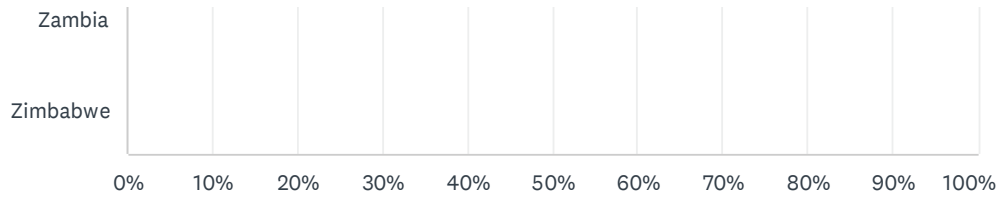












ANSWER CHOICES	RESPONSES	
Afghanistan	0.00%	0
Albania	0.00%	0
Algeria	0.00%	0
Andorra	0.00%	0
Angola	0.00%	0
Anguilla	0.00%	0
Antigua and Barbuda	0.00%	0
Argentina	0.00%	0
Armenia	0.00%	0
Australia	0.00%	0
Austria	1.03%	1
Azerbaijan	0.00%	0
Bahamas	0.00%	0
Bahrain	0.00%	0
Bangladesh	0.00%	0
Barbados	0.00%	0
Belarus	0.00%	0
Belgium	2.06%	2
Belize	0.00%	0
Benin	0.00%	0
Bhutan	0.00%	0
Bolivia (Plurinational State of)	0.00%	0
Bosnia and Herzegovina	0.00%	0
Botswana	0.00%	0
Brazil	0.00%	0
British Virgin Island	0.00%	0
Brunei Darussalam	0.00%	0
Bulgaria	6.19%	6
Burkina Faso	0.00%	0
Burundi	0.00%	0
Cabo Verde	0.00%	0
Cambodia	0.00%	0
Cameroon	0.00%	0
Canada	0.00%	0
Cayman Islands	0.00%	0

Central African Republic	0.00%	0
Chad	0.00%	0
Chile	0.00%	0
China	0.00%	0
Colombia	0.00%	0
Comoros	0.00%	0
Congo	0.00%	0
Costa Rica	0.00%	0
Côte D'Ivoire	0.00%	0
Croatia	1.03%	1
Cuba	0.00%	0
Cyprus	2.06%	2
Czech Republic	0.00%	0
Democratic People's Republic of Korea	0.00%	0
Democratic Republic of the Congo	0.00%	0
Denmark	0.00%	0
Djibouti	0.00%	0
Dominica	0.00%	0
Dominican Republic	0.00%	0
Ecuador	0.00%	0
Egypt	0.00%	0
El Salvador	0.00%	0
Equatorial Guinea	0.00%	0
Eritrea	0.00%	0
Estonia	0.00%	0
Ethiopia	0.00%	0
Fiji	0.00%	0
Finland	0.00%	0
France	4.12%	4
Gabon	0.00%	0
Gambia	0.00%	0
Georgia	0.00%	0
Germany	4.12%	4
Ghana	0.00%	0
Greece	19.59%	19
Grenada	0.00%	0

Guatemala	0.00%	0
Guinea	0.00%	0
Guinea Bissau	0.00%	0
Guyana	0.00%	0
Haiti	0.00%	0
Holy See	0.00%	0
Honduras	0.00%	0
Hungary	1.03%	1
Iceland	1.03%	1
India	0.00%	0
Indonesia	0.00%	0
Iran (Islamic Republic of)	0.00%	0
Iraq	0.00%	0
Ireland	2.06%	2
Israel	0.00%	0
Italy	21.65%	21
Jamaica	0.00%	0
Japan	0.00%	0
Jordan	0.00%	0
Kazakhstan	0.00%	0
Kenya	0.00%	0
Kiribati	0.00%	0
Kuwait	0.00%	0
Kyrgyzstan	0.00%	0
Lao People's Democratic Republic	0.00%	0
Latvia	0.00%	0
Lebanon	1.03%	1
Lesotho	0.00%	0
Liberia	0.00%	0
Libya	0.00%	0
Liechtenstein	0.00%	0
Lithuania	1.03%	1
Luxembourg	0.00%	0
Madagascar	0.00%	0
Malawi	0.00%	0
Malaysia	0.00%	0

Maldives	0.00%	0
Mali	0.00%	0
Malta	0.00%	0
Marshall Islands	0.00%	0
Mauritania	0.00%	0
Mauritius	0.00%	0
Mexico	0.00%	0
Micronesia (Federated States of)	0.00%	0
Monaco	0.00%	0
Mongolia	0.00%	0
Montenegro	0.00%	0
Montserrat	0.00%	0
Morocco	0.00%	0
Mozambique	0.00%	0
Myanmar	0.00%	0
Namibia	0.00%	0
Nauru	0.00%	0
Nepal	0.00%	0
Netherlands	0.00%	0
New Zealand	0.00%	0
Nicaragua	0.00%	0
Niger	0.00%	0
Nigeria	0.00%	0
Norway	2.06%	2
Oman	0.00%	0
Pakistan	0.00%	0
Palau	0.00%	0
Panama	0.00%	0
Papua New Guinea	0.00%	0
Paraguay	0.00%	0
Peru	0.00%	0
Philippines	0.00%	0
Poland	0.00%	0
Portugal	13.40%	13
Qatar	0.00%	0

Republic of Korea	0.00%	0
Republic of Moldova	0.00%	0
Romania	1.03%	1
Russian Federation	0.00%	0
Rwanda	0.00%	0
Saint Kitts and Nevis	0.00%	0
Saint Lucia	0.00%	0
Saint Vincent and the Grenadines	0.00%	0
Samoa	0.00%	0
San Marino	0.00%	0
Sao Tome and Principe	0.00%	0
Saudi Arabia	0.00%	0
Senegal	0.00%	0
Serbia	0.00%	0
Seychelles	0.00%	0
Sierra Leone	0.00%	0
Singapore	0.00%	0
Slovakia	1.03%	1
Slovenia	1.03%	1
Solomon Islands	0.00%	0
Somalia	0.00%	0
South Africa	0.00%	0
South Sudan	0.00%	0
Spain	5.15%	5
Sri Lanka	0.00%	0
State of Palestine	0.00%	0
Sudan	0.00%	0
Suriname	0.00%	0
Swaziland	0.00%	0
Sweden	1.03%	1
Switzerland	1.03%	1
Syrian Arab Republic	0.00%	0
Tajikistan	0.00%	0
Thailand	0.00%	0
The former Yugoslav Republic of Macedonia	3.09%	3
Timor-Leste	0.00%	0

Togo	0.00%	0
Tonga	0.00%	0
Trinidad and Tobago	0.00%	0
Tunisia	0.00%	0
Turkey	3.09%	3
Turkmenistan	0.00%	0
Turks and Caicos	0.00%	0
Tuvalu	0.00%	0
Uganda	0.00%	0
Ukraine	0.00%	0
United Arab Emirates	0.00%	0
United Kingdom of Great Britain and Northern Ireland	0.00%	0
United Republic of Tanzania	0.00%	0
United States of America	0.00%	0
Uruguay	0.00%	0
Uzbekistan	0.00%	0
Vanuatu	0.00%	0
Venezuela (Bolivarian Republic of)	0.00%	0
Vietnam	0.00%	0
Yemen	0.00%	0
Zambia	0.00%	0
Zimbabwe	0.00%	0
TOTAL		97