



# BRAINEE\*

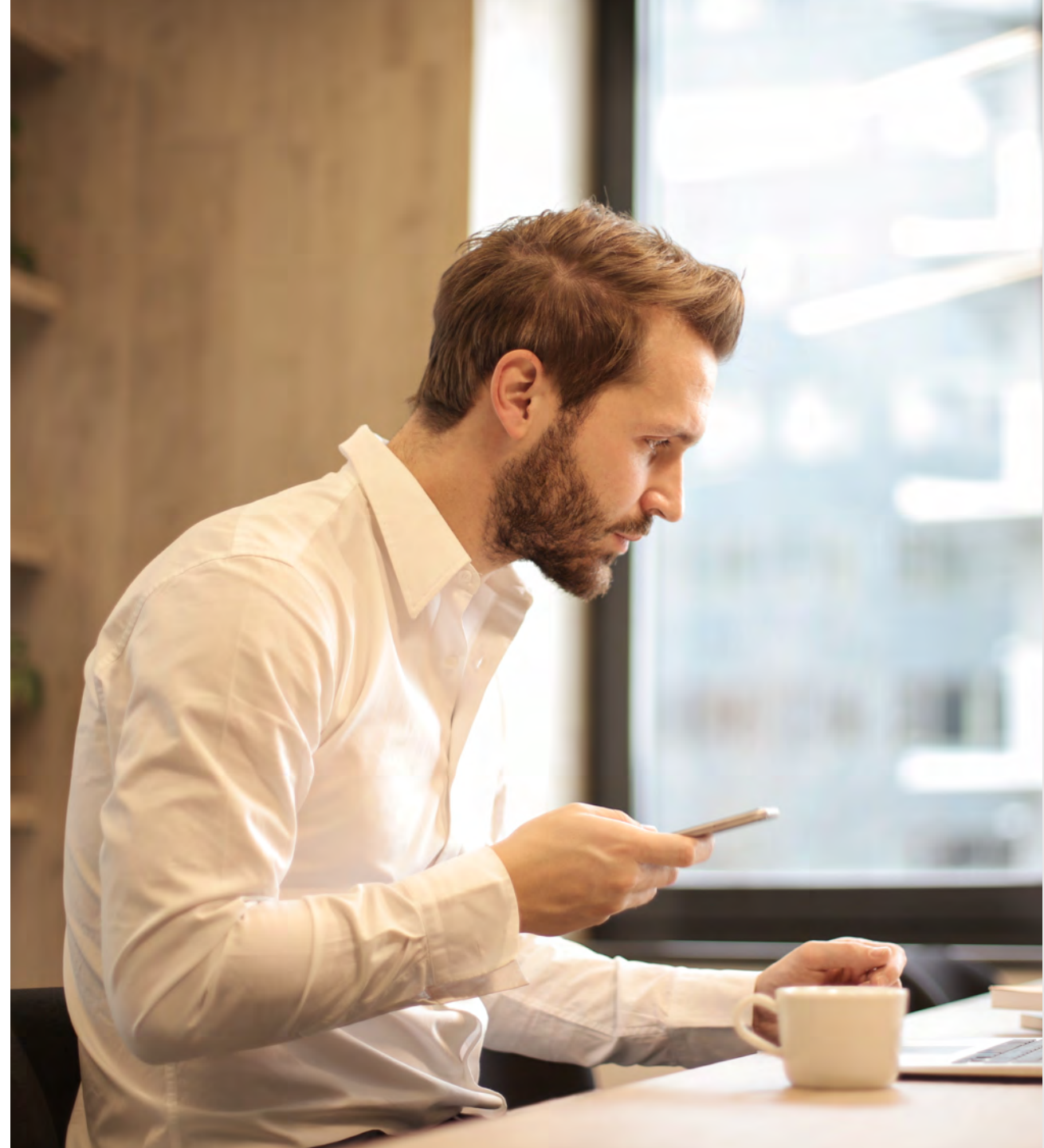
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# AOB BRAINEE<sup>\*</sup>

## -for young talents.

BRAINEE is a graduate program built by our experts to meet the needs of young talents. The program supports well-being and self-determination while teaching the most important work skills; recovery skills, stress management, resilience, concentration and collaboration skills.

- **What:** A program that teaches key self-leadership and work-life skills.
- **To whom:** For newly graduates, during their first year of work.
- **Why:** Eagerness and the desire to succeed – while lacking in experience. How to accelerate learning?







### Improve your recovery skills

Recovery divides into two: physical and mental – body and mind. Do you know how to recover mentally? Do you have the tools to energize yourself?



### Sleep better in five weeks

Have you tried improving your sleep? How has it worked out? This tutorial focuses on improving the quality and the quantity of your sleep.



### Develop your resilience

The ability to function in a constantly changing environment is not a given but a learned skill. In this training you will explore and develop your own resilience!



### Growth mindset

Good decisions and new perspectives come from our ability to think in a new way. This tutorial aims to activate a growth mindset.



### Self-coaching and meaningful work

Self-reflection is the key to developing yourself. It is important to stop and consider your actions and think about ways to improve.



### Present interaction

Working life is becoming more and more interactive. It is important to learn to be present in interaction. Learn how to use five keys to improve your interaction skills.



### Focusing skills

Focusing means the ability to direct your energy into things that matter. This tutorial helps you to improve your concentration.



### Understanding personality types at work

Understanding diversity improves your self-awareness, appreciation towards differences and develops your ability to evaluate tasks that are suitable for you.

# Energy is the key

Recent graduates have a tremendous desire to show their skills and earn their place in the work community. Their energy has great potential, but needs to be managed well. It is important to support young employees to take full responsibility for their own wellness at work and in everyday life. This requires self-leadership – starting with self-care and recovery.

- Self-determination and independency begin to suffer when the individual's energies and hence motivation are reduced. When tired, quality deteriorates, says Ville Ojanen, psychologist and coach of Academy of Brain. Recovery brings to mind things like sleep, exercise and nutrition. These are essential skills - and not always easy. Especially sleeping is a big challenge for many. Sleep, exercise and nutrition are part of a larger process; the ability to manage one's mental and physical energy.





# Reduce stress!

Stress occurs when your brain recognizes a threat in the environment. Unlike in the past, these threats aren't usually physical, but rather caused by your inner experience – emotions and thoughts. Problems begin to arise if your brain locks up during stressful situations.

The ability to act under pressure when sudden changes occur, is not a given, but a learned skill that can be developed. Although people with certain personality types are likely to be more resilient than others, everyone can develop their resilience to the same extent.

Resilience has been extensively studied. It is now known which abilities and qualities make a person resilient. There are seven features – the so called "change muscles" – that can be developed.



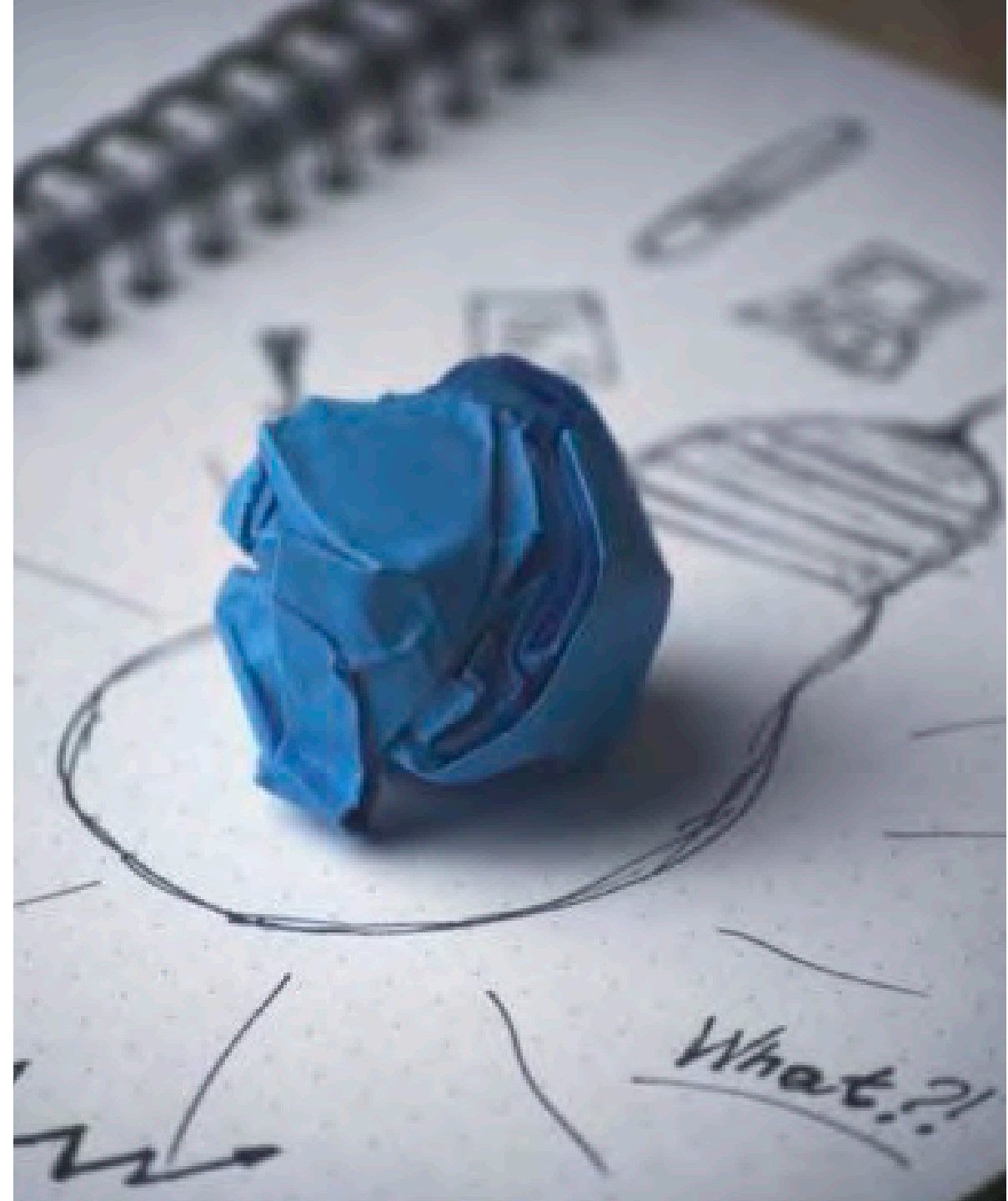
# The basics of achieving

Our work lives are fragmented and under constant change. This poses a major challenge for your brain when you are trying to achieve goals. Concentration is the most common challenge for your brain at work.

Your focusing skills are based on time management and motivation as well as mental and physical resources. It is also heavily dependent on other people around you, as their schedules and practices, and the culture of the organization influence your work.

Motivation and resources, in turn, are influenced by the meaningfulness of the work, the work community climate, and the organization and management of the work.

It is worth exploring your attitudes as they have a profound effect on your life. Attitude is the basis of one's thinking. It determines what you can learn in life.



# Meaningfulness is important especially for the millenials

According to studies, the meaningfulness of work is the most important single factor for the millennials regarding work. There are meaningful things in every job. We can help the graduates recognize these factors and thence increase their experience of meaningfulness in their work.

Meaningful work leads to greater job satisfaction, job motivation and well-being at work. At the organizational level, work efficiency and quality of work increase, sick leaves decrease and employees become more committed to the organization.

Meaningfulness is based on certain basics such as salary, flexibility, benefits, and critical factors such as occupational safety. It is also greatly influenced by one's personality and values, along with their skills and how they are able to utilize them at work.





# Influence with your interaction skills

Good social interaction skills are increasingly important in working life: everyone should be able to understand diversity and work together.

According to Academy of Brain psychologist and coach Ville Ojanen, interaction is a way of perceiving a changing world together and bring about change. He sees that situational awareness and self-awareness create the basis for good interaction.

- Interaction always starts from oneself. It is essential to be aware of your emotional state and purpose, and to understand what you are aiming to do in any given situation. Otherwise, a hidden feeling or need may guide the interaction.

Furthermore, it is worth considering whether the interaction generates experiences of appreciation, trust and security.





# BRAINEE\*

From these starting points our experts have created the BRAINEE-program. The program supports well-being and self-determination while teaching the most important work skills; recovery skills, stress management, resilience, concentration and collaboration skills.

We encourage the young talents to be aware of the things that make their work meaningful and also to reflect on the basis of their own thinking; their *mindset*.

The program will be available flexibly online and it takes approximately 12 hours to complete.

Time: 12 h

Videos: 57 (average duration 5 min)

Exercises: 53



# Academy of Brain

Academy of Brain's tutorials base on scientific research, expertise, and practical experience. Academy of Brain's advisory board ensures the quality of the tutorials creating the best learning experience for you!

The board consists of three members: Psychologist Ph.D. Ville Ojanen, Leadership coach Jarmo Manner and Professor of Educational Sciences, Minna Huotilainen.

You can choose when and where to develop yourself and your wellbeing – the service is mobile-friendly.

- Scientifically proven methods
- Great scripts
- Natural and credible acting
- High-quality animations to enhance learning

