



Conclusions: Some groups of mental workers are more vulnerable to develop stigma attitudes. These, may be increased by fatigue and burnout. Future interventions should determine if reducing burnout and increasing capacitation may be effective in stigma eradication

Disclosure: No significant relationships.

Keywords: stigma; burnout; humanization; mental health workers

EPV1067

Efficient self-regulation of human functional states as a predictor of work success under long-term innovation stress

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Introduction: Research data indicate the necessity of efficient human functional states' (HFS) self-regulations for successful work execution, and not only for those professionals, who work under extreme work conditions; efficient HFS self-regulation is discussed as one of the key professional competences in socio-economic jobs as well (Friedman, 2003; Landy & Conte, 2021). Moreover, ability of efficient HFS self-regulation could be viewed as a differentiative competence for separation of professionals with normal and high work achievements (Spencer L. & Spencer S., 1993).

Objectives: The empirical study was targeted to investigate HFS self-regulation efficiency as a predictor of work success under long-term innovation stress.

Methods: The longitudinal research was conducted in college teachers (n=50) during the period of organizational innovations. The empirical data were obtained by the diagnostic set of methods for self-assessment of attitudes towards innovations as a factor of long-term work strain, coping strategies and self-regulation means, chronic fatigue and burnout as the main consequences of long-term stress manifestations (Hobfoll, Dunahoo, Ben-Porath & Monnier, 1994; Leonova, 2012).

Results: The significant diversity in the level of HFS self-regulation efficiency in teachers with different work success has been found

($p < 0,05$). Teachers with the highest level of work results have a well-developed system of self-regulation means, which allows them to cope with innovation stress.

Conclusions: The empirical data revealed patterns of effective self-regulation means, which are adequate to situational requirement, professional norms and rules of organizational behavior. Obtained results formed the basis for the elaboration of training course for HFS self-regulation skills development.

Disclosure: No significant relationships.

Keywords: human functional state; effective self-regulation of functional states; tensed work conditions; work

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Proactive approach to recreation and efficiency of recovery in flexible work arrangements

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Introduction: Flexible work arrangements promote not only acceptable and convenient work modes; for many professionals flexible work leads to increase in workload and in working time (Rubery et al., 2016; Thompson et al., 2015). As the result, lack of recreation time could be named as a direct consequence of high workload (Pang, 2017). The key problem is the investigation of attitudes towards recreation and recovery: are professionals more reactive or proactive in their recreation planning, and do they recover well?

Objectives: The aim of the research: to reveal (1) typical types of recreation planning for professionals with high level of work flexibility and (2) recovery efficiency level.

Methods: The research was conducted in representatives of various professions, who work in flexible work arrangements (n=378). The diagnostic set included inventories for assessment of recreation planning type (Luzyanina, Kuznetsova, 2014) and recovery efficiency (Leonova, 2019).

Results: Two types of recreation planning have been found: proactive (26% of respondents) and reactive (74%). For the reactive approach lack of targeted strategies of recreation planning has been found. Proactive approach is characterized by tracking signs of resources decrease and advance planning of work breaks. There are differences in recovery efficiency ($p < 0,001$) in proactive and reactive professionals: non-efficient recovery is typical for the majority of professionals with the reactive type to recreation planning.

Conclusions: The detailed analysis of proactive/reactive approaches manifestations and peculiarities of recreation planning could help to predict not only the recovery level, but the mechanisms of advanced self-regulation, adequate to high work flexibility.

Disclosure: No significant relationships.

Keywords: flexible work arrangements; recreation planning; proactive/reactive approach to recreation; recovery