



Prudens is a Tartu University psychology spin-off company whose purpose is to improve the well-being and work engagement of individuals and organizations. For that purpose we offer a wide variety of psychological services from stress management and motivation courses to psychological counselling.

Prudens has just finished a collaboration project with Tartu University Centre for Entrepreneurship and Innovation in order to develop a workplace well-being and work engagement survey. The survey maps different kinds of psychological and social aspects of the working environment that affect the employees' mental health in organizations. Firstly, the survey maps the factors of the working environment that contribute to burnout (workload, role clarity, work-life balance, physical demands etc). Secondly, the survey maps aspects that contribute to job dedication and work engagement (feedback, co-worker support, quality of leadership, workplace justice, development opportunities etc).

The next step is to develop a digital feedback system to give personalized feedback to the respondents based on their survey results. For that there needs to be a digital system that can automatically detect what the survey result of a respondee on a certain work aspect is - and whether it is below the norm, on par or above the norm of the average respondee on that work aspect. The feedback given to the employee on these 3 different accounts is different.

We need help in developing this kind of digital feedback system. We don't know which platform to use, whether to use and modify some kind of existing survey platform (eg formr.org), whether to create a custom wordpress plugin for the company's webpage or to use some other solution altogether; nor what programming language to use. That is something we can discuss and work out together.

If you feel that this is a calling for you and you could help us in developing this kind of system then send us your CV and motivation letter to [info@prudens.ee](mailto:info@prudens.ee).

Unfortunately this internship is not compensated for, but it can lead to something great!

All the best,

Pärtel Poopuu

CEO of Prudens OÜ