

EXIT burnout

# Wellbeing Training Program

Activities for prevention and decreasing youth workers burnout.  
Inspired by adventure therapy, coaching and gamification methods.





# ABOUT THE PROJECT

This WELLBEING TRAINING PROGRAM is created in Erasmus+ project "EXIT BURNOUT" that is implemented by 4 partners from 4 countries -

- Association of Educational Games and Methods, Latvia ([www.metozuasociacija.lv](http://www.metozuasociacija.lv))
- Asociación Experientia, Spain ([www.asociacionexperientia.org](http://www.asociacionexperientia.org))
- ASD APS Kamaleonte, Italy ([www.kamaleonte.org](http://www.kamaleonte.org))
- Arbeitskreis Noah. Verein für Sozialpädagogik und Jugendtherapie, Austria (<https://noah.at/>).

## Project "EXIT BURNOUT" general objectives:



To develop innovative solutions, using gamification, coaching and adventure therapy methods in order to prevent and decrease youth workers burnout, employee turnover in youth work and increase their wellbeing.



To improve the quality of youth work in general by promoting youth workers wellbeing, work and life satisfaction, and more active involvement and participation of young people in organization.

## Project "EXIT BURNOUT" results:



MAPPING REPORT - information about youth workers' wellbeing, the burnout reasons and needs.



WELLBEING TRAINING PROGRAM, using gamification, coaching and adventure therapy methods, offering solution for burnout prevention.



PROGRAM'S IMPLEMENTATION GUIDELINES on how to adapt materials, create customized wellbeing training program for specific organization's needs.

The project's main target group is youth workers and organizations in which youth workers are employed.



# INDEX

- 4 Introduction
- 5 About the Wellbeing Training Program
- 6 How to use the Wellbeing Training Program
- 7 Gamification elements
- 8 Session structure
- 9 Timeline
- 10 WEEK 1: Awareness of stressors
- 11 WEEK 2: Expressing and satisfying needs
- 12 WEEK 3: Deep practice
- 13 WEEK 4: Setting clear boundaries
- 14 WEEK 5: Having social support
- 15 WEEK 6: Deep practice
- 16 WEEK 7: Work-life balance
- 17 WEEK 8: Internal communication
- 18 WEEK 9: Deep practice
- 19 WEEK 10: Adapting to changes
- 20 WEEK 11: Future plans
- 21 WEEK 12: Final meeting



# INTRODUCTION

Burnout can have significant negative consequences for an individual's mental health. It is often accompanied by emotional exhaustion, cynicism, and a decreased sense of personal accomplishment, which can lead to negative emotions such as anger, frustration, and hopelessness. These negative emotions can, in turn, lead to mental health problems such as depression, anxiety, and other mood disorders. For more information read Mapping report.

Mapping report is available in English, Latvian, German, Spanish and Italian languages and can be found here:

**[www.metozasociacija.lv/en-exit-burnout](http://www.metozasociacija.lv/en-exit-burnout)**

Erasmus+ project "EXIT BURNOUT" **Wellbeing Program** consists of Toolkit, Wellbeing Program and Handbook.

**Toolkit** - a practical resource that offers information about available methods, inspired by coaching, adventure therapy and gamification approach. The composition of the activities is based on the results of the mapping report.

**Participants Handbook** - a practical workbook for supporting participants that participate in Wellbeing program.

If you want to work within the whole Wellbeing program, we invite you to look for the **implementation guidelines**.

All the materials can be found here:

**[www.metozasociacija.lv/en-exit-burnout](http://www.metozasociacija.lv/en-exit-burnout)**



# ABOUT THE WELLBEING TRAINING PROGRAM

The Wellbeing Training Program is linked with specific reasons for youth workers' stress and burnout which was identified in the conducted research. Offered activities are inspired by adventure therapy, coaching and gamification methods for prevention and decreasing youth workers burnout. The Wellbeing program consists of the several parts:

## Wellbeing Program

For Facilitators

Ready-made 12 weeks program that consists of most suitable methods for main common burnout reasons.

## Handbook

For Participants

A practical workbook for supporting participants that participates in Wellbeing program.



## Toolkit

For Facilitators

A practical resource that offers information about available methods.



## Implementation guidelines

Supporting material for facilitators and any youth work organization on how to adapt the wellbeing program for their specific needs, available time and other resources.

For Facilitators

**All the materials can be found here: [www.metozasociacija.lv/en-exit-burnout](http://www.metozasociacija.lv/en-exit-burnout)**

### Symbols used



Meeting time



Meeting in person



Toolkit page



Time needed



Online meeting



Handbook page



# HOW TO USE THE WELLBEING TRAINING PROGRAM

The implementation of the Wellbeing Training Program is planned as a structured and facilitated process with separate support materials for facilitator and participants. Facilitation of the training program is very important aspect and some of the key factors for successful sessions are everyone's involvement, a safe environment, supporting individuals and group learning needs.

The training program provides a session plan with methods that we recommend implementing in a certain sequence, but, of course, we do not want to limit you only to methods included in the program; should you have other methods that could help achieve the same aim, you are welcome to use them.

In order to implement and successfully run developed training program smoothly, some preparation work is needed. Before starting to implement program, please carefully check supporting material for facilitators as it includes some important aspects that will help you to prepare for activities.

## ● Energizers

Some sessions you can find your own energizer and other sessions we suggest some energizers that might be related to the content of the session. Hundreds of ideas for energizers you can find there:  
<https://www.salto-youth.net/tools/toolbox/>

## ● TRIOs

In order for the participants to support each other in the learning process, the program includes the creation of small support groups - TRIOs. They are created at the beginning of the program and remain constant throughout the program. Every week, the TRIOs also receive some extra exercises.

# GAMIFICATION ELEMENTS



EXIT **burnout**

As we already know, gamification means adding game elements to a non-game situation. Gamification in learning is a technique which helps to motivate learners and obtain better results when it comes to achieving the established objectives. In the implementation of the Wellbeing training program in order to motivate and engage participants gamification elements are added in the following way:

## ● Points for THEMSELVES

As points, each participant receives 46 drops of water, which they must give to themselves:

- 1 for each home work they have done, online meeting and meeting in TRIOs participation;
- 2 for each meeting in person they have participated;
- 7 more drops to give themselves in some special occasions - when they did something special, achieved great result etc.

Each time they get a drop, they have to color it in the Handbook (page #3). At the end, the participants will have filled their glass with drops of water and, as is known, water maintains balance in the body and gives inner strength to extinguish the fire.

## ● Badges for OTHERS

Each participant gets 10 virtual badges they can give to someone else during program implementation:

- Thanks for your support!
- You really surprised me!
- Thanks for your positiveness!
- You are a master of listening!
- Thanks for sharing great idea/ tool!
- Great job, congratulations!
- I am sharing smile with you!
- Thanks for motivation!
- Keep going!
- You have deserved award!

Recommendation for the facilitator of the training - regularly remind to participants about filling the water glass and the opportunity to give a badge to another participant.



# SESSION STRUCTURE

We suggest that each session maintains the same structure. The following elements will be part of every session. Times should be adapted to the needs of the group and the facilitator's assessment.

## 1 Introduction & check in

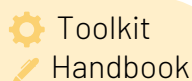
Introducing the content and goals for the week.

Check in with participants to learn how are they feeling here & now.

## 2 Recap from previous week

Space for participants to share their progress and promote accountability in their commitment of the process.

## 3 Activity



Activities will be found in the toolkit and some have extra resources for participants in the handbook.

## 4 Break

Make sure you make a break in the session to allow participants to rest and offer informal connection time.

## 5 Sharing time

Each activity includes reflection time. For longer sessions specific Sharing time will allow participants to share insights, comments, questions, etc.

## 6 Homework and trios

In the Handbook you will find that each week has individual tasks and tasks for the meeting trios time.

## 7 Check out

Participants share their main takeaways and insights from the session, as well as their commitments for the week.

## 8 Closing


In the first week group decides on a specific ritual, how to wrap the day, and repeat it every week.






# TIMELINE

**WEEK 1**   
Awareness of stressors


**WEEK 3**   
Deep practice  
week 1 & week 2

**WEEK 5**   
Having social support


**WEEK 7**   
Work-life balance

**WEEK 9**   
Deep practice  
week 7 & week 8

**WEEK 11**   
Future plans

**WEEK 2**   
Expressing and  
satisfying needs

**WEEK 4**   
Setting clear boundaries

**WEEK 6**   
Deep practice  
week 4 & week 5

**WEEK 8**   
Internal communication

**WEEK 10**   
Adapting to changes

**WEEK 12**   
Final meeting



# WEEK 1

## Awareness of stressors

### GOAL

Get to know the program, set participation rules, go through practical things (handbook, communication), get to know each other and build a trustfull atmosphere; set personal goals; start to be aware of stressors.

### HOMEWORK

Fill in the stress questionnaire. Write down 3 situations that created stress, anxiety or negative feelings. This could be done in the session.

### MEETING IN TRIOS

Share about results in stress questionnaire.  
Share what you noticed about situations that create stress.



5 h

### ACTIVITIES

- 25' Introduction & Check in
- 10' Participation rules
- 10' Practical things (handbook, communication channel)
- 20' Team building (to create common ritual for Closing)
- 30' Brief theoretical info about burnout
- 40' Activity - "The burnout process" ⚙️ 10 ✍️ 6
- 30' BREAK
- 20' Division in trios & practical arrangements ✍️ 7
- 60' Personal goal & sharing time ✍️ 8
- 5' Tasks for home and trios
- 20' Activity - "Leaves on a stream meditation"
- 25' Check out ⚙️ 14
- 5' Closing



## WEEK 2

### Expressing and satisfying needs

#### GOAL

Give theoretical input about needs and start being aware of your own needs.

#### HOMEWORK

Express your needs in 3 situations where otherwise you will not say it.

#### MEETING IN TRIOS

Discuss what worked and what didn't.

Share your thoughts about what are the ways how to communicate needs successfully.



2 h



#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 30' Activity - "VAKOG" ⚙️ 11 ✍️ 15
- 10' BREAK / Group Stretching
- 35' Activity - "6 Human Needs" ⚙️ 22 ✍️ 16
- 5' Explaining homework and trios
- 10' Check out
- 5' Closing



## WEEK 3

### Deep practice week 1 & week 2

#### GOAL

Through practical activities be aware of own stressors and train to express needs.

#### HOMEWORK

Find your own awareness practice and include it in daily ritual.

#### MEETING IN TRIOS

Discuss your awareness practices.  
Share what works good for you, what not and find ideas how to improve that, if needed.



5 h

#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 60' Activity - "Backpack of needs"  
⚙️ 16 ✂️ 21
- 30' Activity - "Myself My Body My Axis" ⚙️ 21 ✂️ 22
- 15' BREAK
- 60' Activity - "Forest bathing" ⚙️ 12
- 30' BREAK
- 40' Activity - "Associative pictures"  
⚙️ 18
- 15' Activity - "The Raisin meditation" ⚙️ 20
- 5' Explaining homework and trios
- 15' Check out
- 5' Closing



## WEEK 4

### Setting clear boundaries

#### GOAL

To start understanding what boundaries mean in daily life and why finding the strength to set some limitations is essential.

#### HOMEWORK

Every day describe a situation in which you would like to say "No, I need something different".

#### MEETING IN TRIOS

Identify stressors, talk about how to reduce them through practical actions in daily work. "How can your group support you in setting boundaries?"



2 h

#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 5' Energizer
- 30' Activity - "Visualizing Boundaries" ⚙️ 23 ✍️ 28
- 10' BREAK
- 30' Activity - Action Plan - During this activity, participants are encouraged to reflect on the various sources of stress in their lives and identify specific actions they can take to mitigate their impact ✍️ 29
- 5' Explaining homework and trios
- 10' Check out
- 5' Closing



## WEEK 5

### Having social support

#### GOAL

To start understanding what social support means, and to explore how it can be done in working groups.

#### HOMEWORK

Start every day at work with a "Gratitude Session," which is a brief daily activity to be carried out before commencing the workday. In this session, team members take a moment to reflect on and express gratitude for their colleagues. It involves recognizing the efforts, support, or positive interactions that they've had with their coworkers.

#### MEETING IN TRIOS

Reflect on how do you feel both to receive and give positive feedback?



2 h



#### ACTIVITIES

- 15' Introduction & check in
- 10' Recap from the previous week
- 30' Activity - "Positive gossip" ⚙️ 32
- 10' BREAK
- 30' Activity - "Giving and receiving" ⚙️ 34
- 5' Explaining homework and trios
- 15' Check out
- 5' Closing



## WEEK 6

Deep practice  
week 4 & week 5

### GOAL

To plan a long-term path where participants have to set boundaries and ask/give support; through activities, experience the set boundaries and the social support.

### HOMEWORK

Every evening, write down a stress factor that you experienced during the day and what action - support from others - you took to address it.

### MEETING IN TRIOS

Share how would you like to be approached when you need help and how can you approach others when they seem to need help without seeming intrusive and/or causing them to withdraw.



5 h

### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 2h Activity - "Nature resilience shield" ⚙️ 26
- 15' BREAK
- 30' Activity - "Crowd Surfing in Nature" ⚙️ 30
- 20' Activity - "Eye of the Hurricane Meditation" ⚙️ 27
- 30' BREAK
- 20' Give time in nature for Solo ✍️ 39 moment - reflection about progress in the program
- 30' Sharing time (Midterm evaluation - how the activities match with the goals participants set in week 1 and what have changed in these weeks) and Check out
- 5' Explaining homework and trios
- 5' Closing



## WEEK 7

### Work-life balance

#### GOAL

Identify what a work-life (in) balance means.  
Identify what can support a person in preventing burnout in connection with work-life balance.

#### HOMEWORK

Finish your Balance Wheel, if you didn't finish it in the online session.  
Start the activity "Work with values". ⚙️ 36

#### MEETING IN TRIOS

Discuss your Balance Wheel and share insights. Try to connect it with the symbol you drew during the online activity or the object you found.  
Share your 3 most important values and explain why.



2 h



#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 15' Online White Board\*: Draw a symbol "What does balance mean to you?" or find the object around you - show it to the group
- 20' Discussion on what work-life balance is and what does it mean to you
- 10' BREAK
- 30' Activity - "Balance Wheel" ⚙️ 35 ✎ 45
- 5' Explaining homework and trios
- 10' Check out
- 5' Closing

\*in Zoom, Meet, etc.





## WEEK 8

### Internal communication

#### GOAL

To reflect on the way people communicate (send and receive information).

To understand the importance of feeling listened and comfortable during communication.

#### HOMEWORK

Find a video of Marshall B. Rosenberg and his NVC concept or read his book.

#### MEETING IN TRIOS



Practice the NVC Process and reflect on it.



2 h



#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 20' Activity - "Pop corn storytelling" tell a story about your work in the trios  39
- 25' Activity - "Tell your story" combine it with "Are you listening" in mixed trios.  41; 46
- 10' BREAK
- 20' Theoretical introduction about Non-Violent Communication (NVC)
- 5' Explaining homework and trios
- 10' Check out
- 5' Closing



## WEEK 9

Deep practice  
week 7 & week 8

### GOAL

To reflect the previous activities;  
To strengthen the internal group communication in person;  
To talk about changes in work-life balance.

### HOMEWORK

Draw the vehicle/structure you built during the activity. Try to make connections to your own work-life balance.

### MEETING IN TRIOS

Reflect on given questions in handbook.



5 h

### ACTIVITIES

- 15' Activity - "Eye contact circle" ⚙️ 40
- 10' Introduction & Check in
- 10' Recap from the previous week
- 80' Activity - "Ikigai" ⚙️ 38 ✍️ 56; 57
- 15' BREAK
- 60' Activity - "Vehicle building"  
(when possible in nature).  
The task is to create a structure in balance. ⚙️ 42
- 30' BREAK
- 40' Activity - "Dixit" ⚙️ 37
- 5' Explaining homework and trios
- 15' Check out
- 10' Closing



## WEEK 10

### Adapting to changes

#### GOAL

Reflection about previous topic, give theoretical input about changes and adaption to them in current live moment, work on how adapting to changes makes us in better position to prevent burnout.

#### HOMEWORK

Write some situations where you felt stress.

#### MEETING IN TRIOS

Share situations where you felt stress and how did you cope. Ask others how would they cope. Are there any common coping strategies used in your trio? Which? What can you learn from that?



2 h



#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 25' Activity - "Changes" ⚙️ 48
- 10' BREAK
- 40' Activity - "Walt Disney" ⚙️ 47 ✍️ 63
- 5' Explaining homework and trios
- 10' Check out
- 5' Closing



## WEEK 11

### Future plans

#### GOAL

To work on commitment for the upcoming times and give insight on how to establish healthy habits.

#### HOMEWORK

Think about your habits and using the light highlight what you want to stop (red), to continue (yellow), and to start (green). Write down your goal for next 6 months.

#### MEETING IN TRIO

Share your habits and goals, give some suggestions each other to make the green habits happen.



2 h

#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 25' Activity - "Find another way"  
⚙️ 49
- 10' BREAK
- 40' Activity - "The Eisenhower Matrix" ⚙️ 28 ✍️ 69
- 5' Explaining homework and trios
- 10' Check out
- 5' Closing



## WEEK 12

### Final meeting

#### GOAL

Reflection of the whole program process and outcomes, reinforce commitment to keep on working on Burnout prevention, share individual experience about the program itself and collect Improvement ideas for further program's application.

#### HOMEWORK

Continue in trios and commit to the changes you started.



5 h

#### ACTIVITIES

- 15' Introduction & Check in
- 10' Recap from the previous week
- 20' Energizer - "Sound circle" ⚙️ 50
- 20' Activity "VAKOG" ⚙️ 11
- 15' Break
- 30' Evaluation (to evaluate ✍️ 74 personal goal and all program) and how to commit the trios
- 90' River of Life with natural elements (Recapitulation of the full program by co-storytelling among the participants)
- 30' Break
- 40' Break ✍️ 76
- 20' Solo time - My Letter
- 10' Check out
- Closing



EXIT burnout

Funded by  
the European Union

This publication reflects only the authors' views, and the European Commission cannot be held responsible for any use which may be made of the information contained therein.

This work is licensed under a Creative Commons Attribution - Non - Commercial - Share Alike 4.0 International License.

To view a copy of this license, please [tap here](#).



Agency for International  
Programs for Youth  
Republic of Latvia

