WellNext

System for Exit BurnOut



CATALOG



Nr. 2025-1-LV02-KA220-YOU-000362169

Agency for International Programs for Youth Republic of Latvia

ASSOCIATION OF EDUCATIONAL GAMES AND METHODS

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WILD ROUTES

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WellNext

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1. SHIFT FROM BURN OUT TO WELLBEING



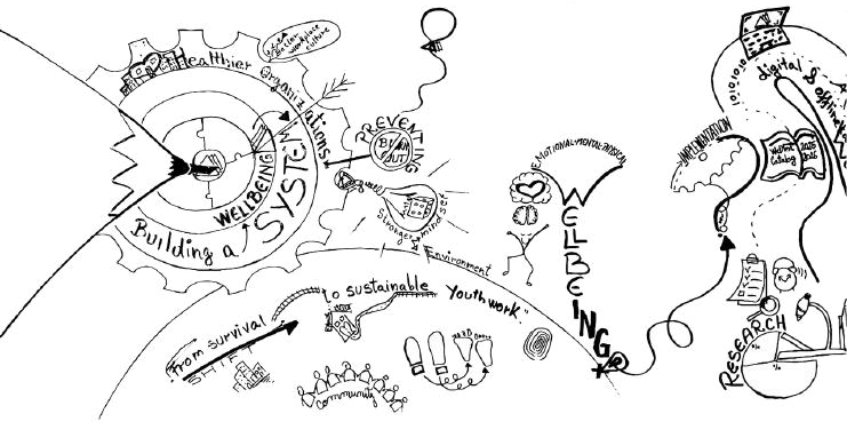
WELLNEXT SYSTEM FOR EXIT BURNOUT

Project Nr. 2025-1-LV02-KA220-YOU-000362169

WellNext is a European project addressing a critical challenge in youth organizations: professional burnout and the lack of sustainable organizational support systems for employee wellbeing.

Building on the results of the previous project Exit Burnout, which focused mainly on individual experiences, WellNext shifts the perspective toward organizational responsibility and long-term solutions. The project introduces an integrated Wellbeing System that combines research, evaluation tools, practical solutions, and internal capacity building.

Through international cooperation and evidence-based research, WellNext supports organizations in creating healthier work environments, improving workplace culture, and strengthening resilience among youth workers. Wellbeing is approached not as an isolated initiative, but as a core organizational value.



Wellbeing is not an individual responsibility alone, it is a shared organizational commitment.

The project combines:

1. in-depth wellbeing research and comparative analysis across countries
2. innovative digital and offline tools supporting individual, team, and environmental wellbeing
3. clear evaluation metrics that help organizations detect early burnout risks
4. capacity building through trained Wellbeing Experts inside organizations

This catalog is part of the research phase (WP2 – Wellbeing Research) and showcases innovative solutions, tools, and practices identified across partner countries. The content aims to inspire organizations, decision-makers, and practitioners to implement sustainable wellbeing strategies tailored to their specific contexts.

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The overall objective of WellNext is to develop a comprehensive and sustainable Wellbeing System for youth organizations, aimed at preventing burnout and improving the mental and physical health of youth workers.

Identifying key factors influencing wellbeing within organizations

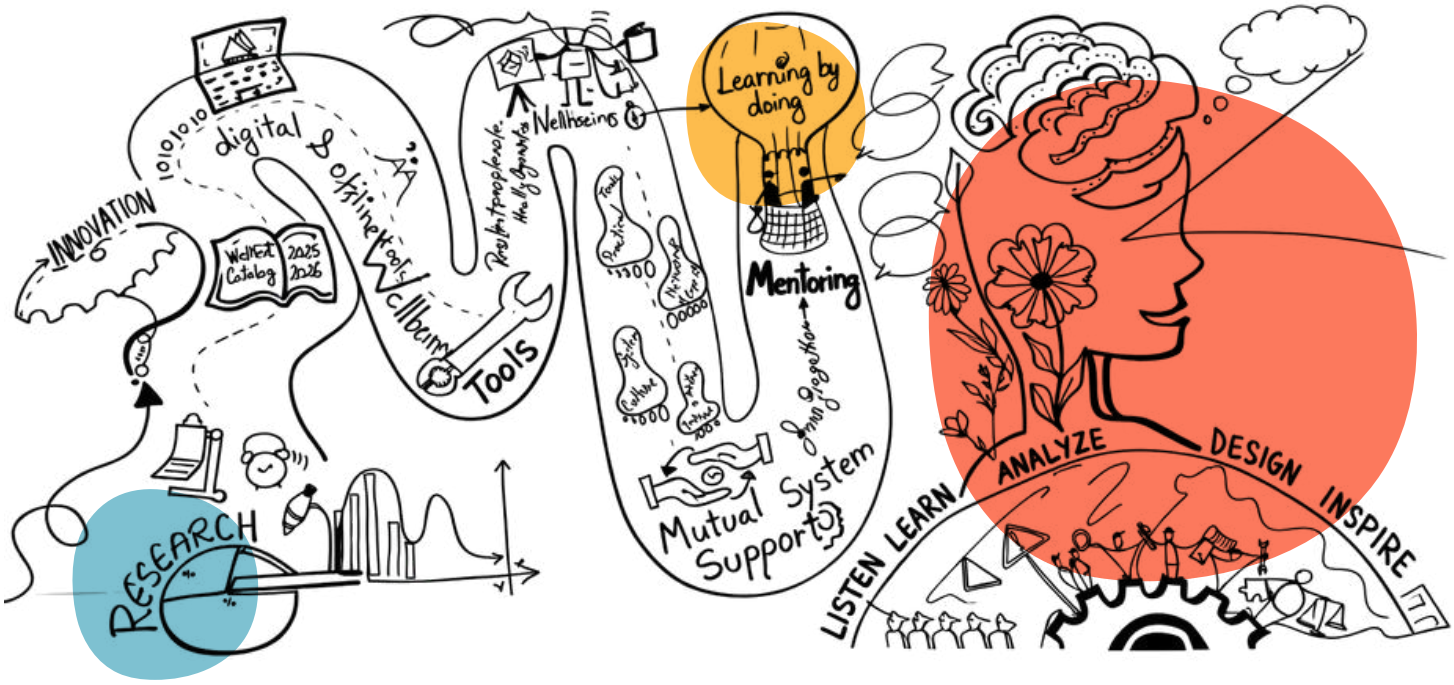
Creating digital and offline tools that support environmental, individual, and team wellbeing

Researching and documenting existing practices and innovative solutions

Training Wellbeing Experts capable of implementing and sustaining change within their organizations

Developing an organizational wellbeing evaluation system

Fostering a mutual support system among professionals and organizations across Europe



INTRO WELLNEXT

WellNext applies a systemic and preventive approach to wellbeing, addressing **individual, team, and organizational levels** through **practical tools, evaluation frameworks, and innovative solutions** that support early burnout prevention and long-term organizational health.

The project combines research-based insights with digital and offline tools to help organizations assess wellbeing, **identify risks early, and integrate sustainable wellbeing practices into everyday work** processes and organizational culture.

WHY

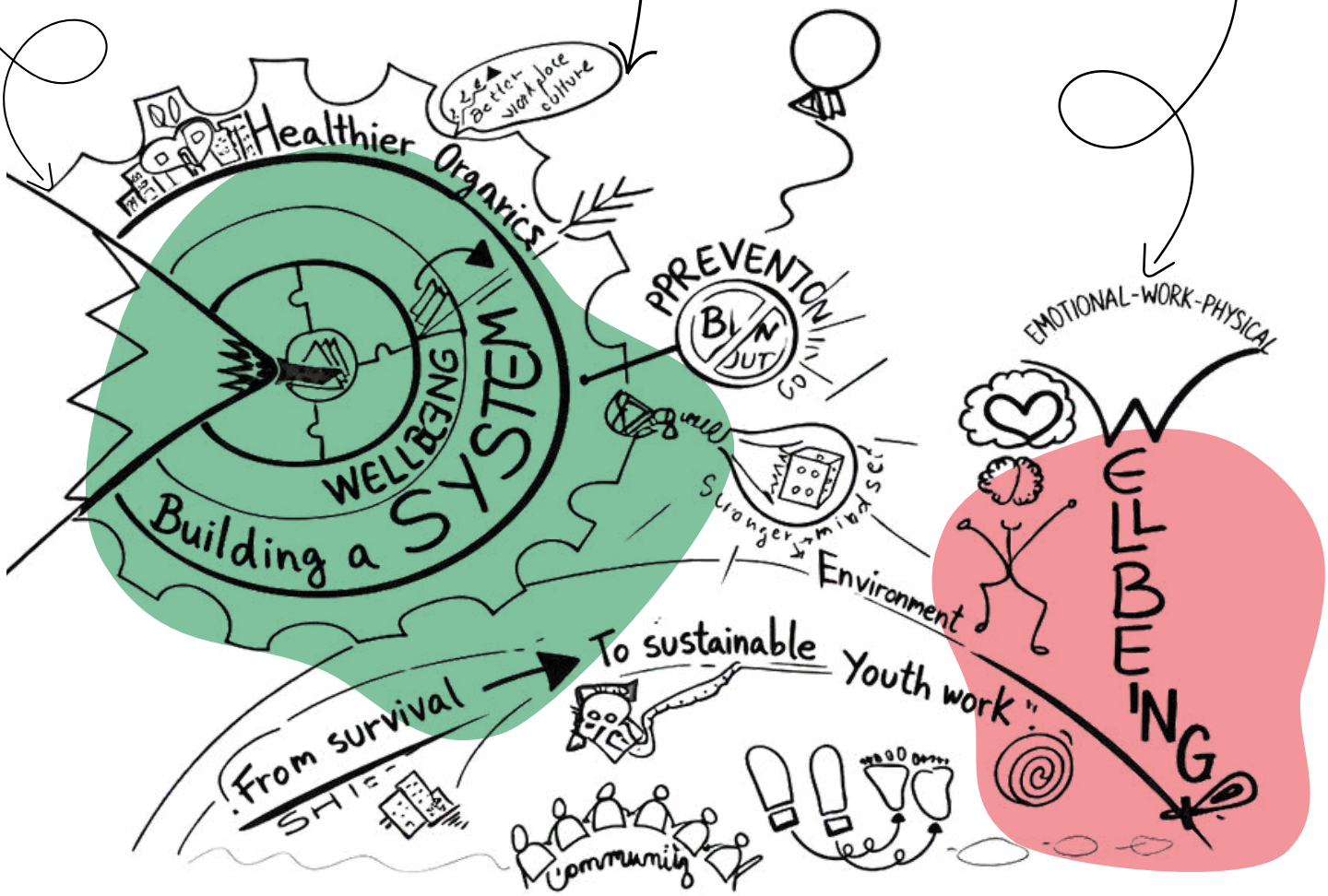
- High burnout rates
- Stress & emotional exhaustion
- Lack of organizational support
- Need for long-term solutions

WHAT WE DO

- Research & best practices
- Innovative wellbeing solutions
- Digital & offline tools
- Organizational evaluation system

HOW

- Systemic approach
- Prevention, not reaction
- Individual + team + environment
- Measurable wellbeing indicators





WELLNEXT AS A SHIFT FROM BURN OUT TO WELLBEING

SCAN QR CODE

Scan the QR code to access the research findings and recommendations that informed WellNext.

EXIT burnout · experientia · Arbeitskreis Noah · Izglītojošo spēļu un metožu asociācija · Kamaleonte · Jaunatnes starptautisko programmu aģentūra · Finansē Eiropas Savienība

The Roots of WELLNEXT

Before WELLNEXT had a name, there was a shared concern felt across Europe: youth workers were tired. Passionate, committed, creative — but often overwhelmed, overstretched, and quietly approaching burnout.

This is where the EXIT BURNOUT project began. Between 2022 and 2024, four organizations from Latvia, Spain, Italy, and Austria came together with one clear question: How can we support the people who support young people?

They started by listening. Through national and international research, they explored the real situations youth workers were facing — stress, emotional overload, lack of balance, and the need for better support systems. Instead of offering quick fixes, the partners chose to design something practical, engaging, and human-centered.

The result was a 12-week wellbeing training program built on gamification, coaching, and adventure therapy. Alongside it came a toolkit full of hands-on methods, a handbook for participants, and guidelines to help organizations adapt the program to their own realities. Everything was translated and shared widely, so the impact could travel beyond the partnership.

EXIT BURNOUT didn't just create materials — it sparked a shift in how wellbeing could be approached in youth work: not as a luxury, but as a skillset, a culture, and a shared responsibility.
WELLNEXT was born from this experience — taking the learning one step further, from supporting individuals to shaping whole wellbeing systems inside organizations.

FIRST TOUCH OF WELLNEXT

It started with a circle of people in Bucharest, cups of coffee in hand, curious about each other perspectives and about the journey ahead.
Our two-day Transnational Project Meeting was officially about launching WELLNEXT — setting roles, timelines, and the first steps of the project. But very quickly, it became something more. We realized that if we were going to build a project about wellbeing, **we had to practice wellbeing from the very beginning.**

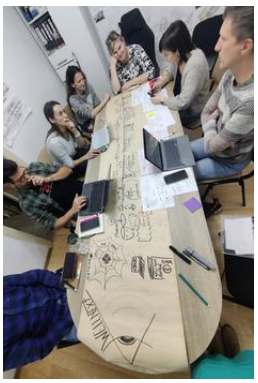
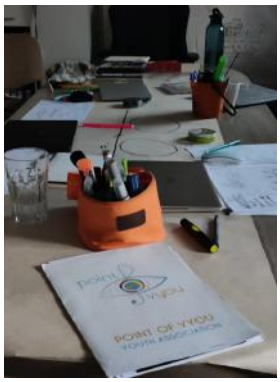
So between flipcharts and planning sessions, we made space for being human together. We shared good food in **cozy places,** slowed down at Seneca Anticafe, and let conversations flow beyond the agenda. A short **contemporary dance** session helped us **stretch, breathe, move freely and laugh** after long discussions, while time at Therme Spa gave us room to **rest, reset, and connect** in a different way.
Team-building activities gently turned a group of partners into a team that felt safe, open, and real with one another. One of the most energizing moments came when we brainstormed together and **generated over 100 ideas and practical steps** for supporting wellbeing — **seeds that would later grow** into this catalogue.

Looking back, that meeting wasn't just the start of a project.

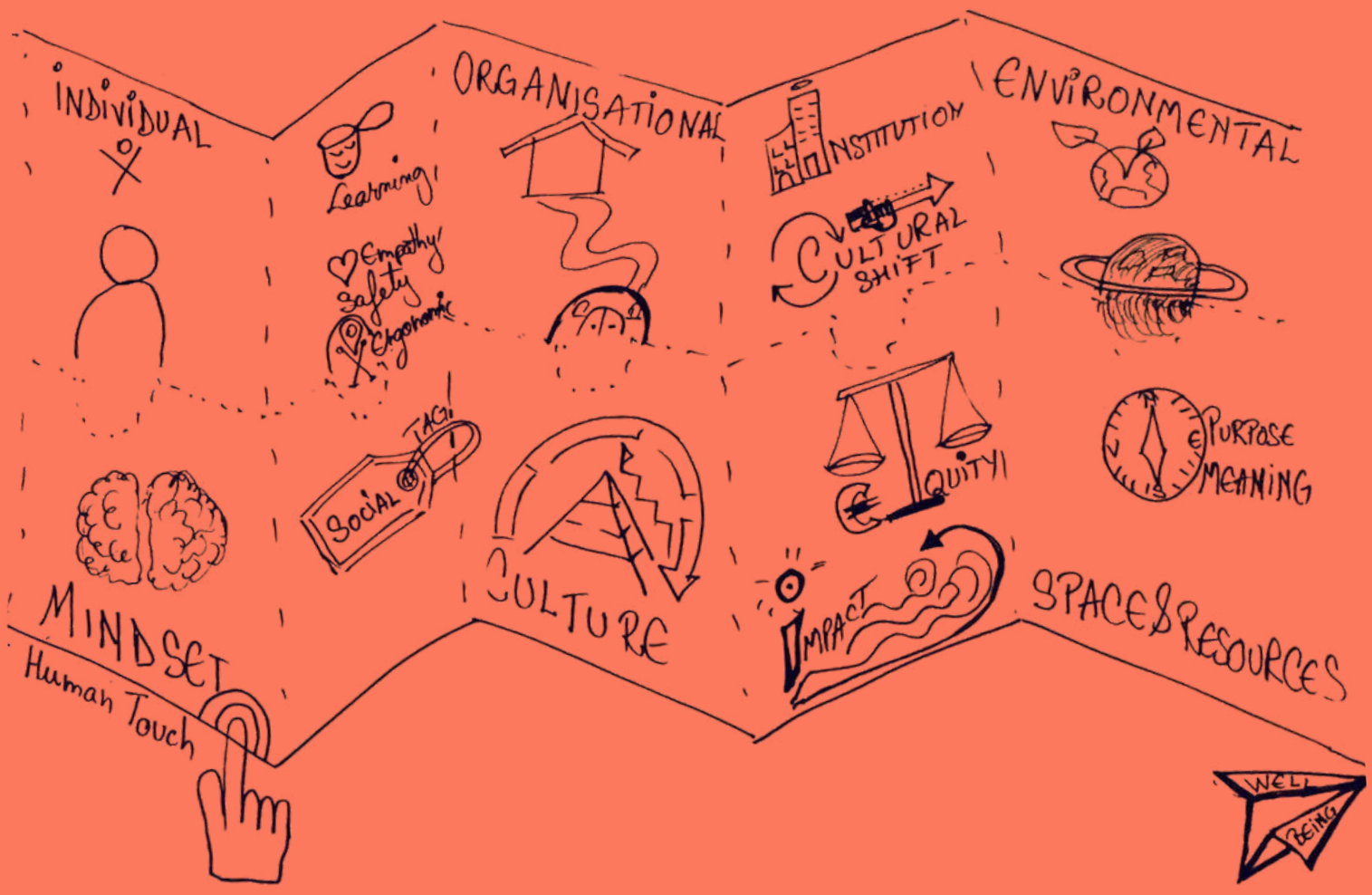
It was the first example of the culture WELLNEXT believes in: **working with purpose, connecting with care,** and remembering that wellbeing is not a luxury — it's the ground we stand on.





2. PARTNERS


INDIVIDUAL
ORGANISATIONAL
INSTITUTION
ENVIRONMENTAL
Learning
Empathy
Safety
CULTURAL SHIFT
PURPOSE
MEANING
Social
EQUITY
MINDSET
Human Touch
CULTURE
IMPACT
SPACE & RESOURCES
WELL BEING

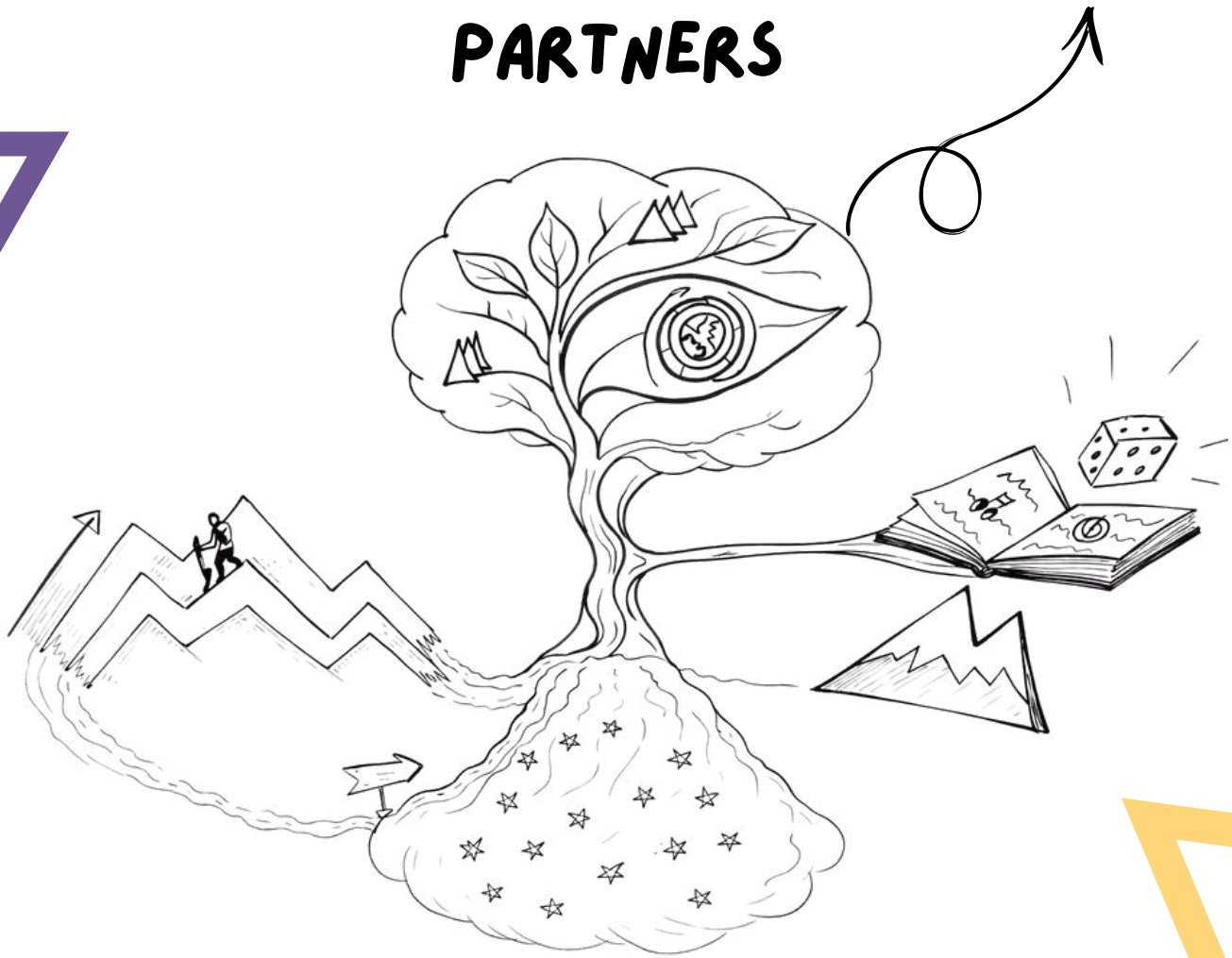
ASSOCIATION OF EDUCATIONAL GAMES AND METHODS

point vyou

experientia
ADVENTURE THERAPY SPAIN

WILD ROUTES

PARTNERS



CO-FUNDED BY

Agency for International Programs for Youth Republic of Latvia

Co-funded by the European Union

ASSOCIATION OF EDUCATIONAL GAMES AND METHODS

Latvia | Project Coordinator

ASSOCIATION OF EDUCATIONAL GAMES AND METHODS

ISMA is a non-governmental organization focused on educational games, gamification, and innovative learning methods, supporting youth workers, educators, and organizations across Europe.

EXPERTISE:

Gamification & game-based learning

Wellbeing & burnout prevention

Non-formal education

ROLE IN WELLNEXT:

Project coordination

Development of digital & offline wellbeing tools

Integration of gamification into the Wellbeing System

ISMA works at the intersection of education, creativity, and wellbeing, bringing together educational games, gamification, and innovative learning methods to support sustainable personal and professional development. Through its involvement in European cooperation projects, the organization empowers youth workers, educators, and NGOs with practical, experience-based tools that increase engagement, resilience, and balance in learning and working environments. By combining non-formal education, wellbeing principles, and game-based approaches, ISMA contributes to the development of healthier organizational cultures and more meaningful learning experiences across Europe.

https://www.metozuasociacija.lv/

EXPERTS:



GINTA SALMINA



LASMA POLIKEVICA



KRISTINE VILCANE

Romania | Research Coordinator

POINT OF VYOU

Point of VYou is an intercultural youth NGO from Romania that supports young people in developing a balanced, meaningful, and responsible lifestyle. The organization works at the intersection of personal development, professional growth, and global responsibility, using creative and non-formal education methods such as storytelling, visual thinking, graphic facilitation, gamification, mentoring, and self-expression.

EXPERTISE:

- Gamification & game-based learning
- Wellbeing & burnout prevention
- Graphic facilitation & Visual Thinking
- Storytelling & creative self-expression
- Mentoring & personal development

ROLE IN WELLNEXT:

- Coordinate the wellbeing research
- Collecting data & Designing Catalog as a learning process
- Translate insights into practical tools
- Support the co-creation and testing of WellNext tools
- Dissemination and local pilot activities

EXPERTS:



DIANA VESTINEANU



STELA COTRUTA

Point of VYou designs educational games and practical tools that help young people reflect, grow, and reconnect with themselves and their communities, while promoting wellbeing, sustainability, social responsibility, and active citizenship. With over 8 years of experience in Erasmus+ and Youth in Action and more than 60 European and national projects, the organisation brings a strong background in research, facilitation, training, and project design, as well as direct experience working with youth workers and local communities.

https://povyou.wordpress.com/

Spain | Training Coordinator

EXPERIENTIA

Experientia is a pioneering non-profit organisation in Spain that uses Adventure Therapy as an innovative method to support mental health, wellbeing, and personal development. The organisation works with young people, adults, and professionals through experiential learning in natural environments, combining therapy, education, and reflection to foster meaningful and sustainable change.

EXPERTISE:

Adventure Therapy & Wilderness Therapy

Wellbeing & burnout prevention

Experiential & nature-based learning

Training for professionals in wellbeing & social intervention

Research & program development

ROLE IN WELLNEXT:

Design and deliver wellbeing training for professionals

Provide consultation and mentoring for wellbeing experts

Support piloting and adaptation of the WellNext system

Dissemination and local pilot activities

EXPERTS:



CATI LLODRÀ



JORDI CORNET

Experientia collaborates with hospitals, schools, associations, and community organisations, and is a co-founder of the European and International Network of Adventure Therapy, promoting quality standards across Europe. Its multidisciplinary team of psychologists, family therapists, adventure therapists, and educators brings international experience from Europe and the USA, while their unique nature-based and experiential approach ensures that WellNext integrates emotional, physical, and relational wellbeing in a transformative and practical way.

https://www.asociacionexperientia.org/

WILD ROUTES

Italy | Dissemination Coordinator

WILD ROUTES APS

Wild Routes APS is a non-profit association based in Friuli-Venezia Giulia focused on outdoor education, biodiversity protection, environmental exploration, and youth engagement through experiential learning in nature. The organisation creates guided activities, educational outings, and learning opportunities that encourage young people and communities to connect with their natural surroundings and develop ecological awareness through first-hand experiences.

EXPERTISE:

Outdoor education and ecological learning

Biodiversity awareness and nature interpretation

Experiential & nature-based learning

Youth engagement and inclusive field activities

ROLE IN WELLNEXT:

Adapt & deliver outdoor wellbeing modules for youth workers and trainers

Integrate nature-based learning into WellNext training pathways

Provide field-based pilot activities and real-life case examples

Support local testing & dissemination of the WellNext system

Wild Routes APS works with schools, youth organisations, local authorities, and community groups across Italy, delivering nature-based education and experiential learning programmes. Through their outdoor and ecological approach, Wild Routes integrates emotional, physical, and environmental wellbeing into the WellNext system, ensuring a practical, transformative, and deeply connected learning experience for youth workers and communities.

https://www.wildroutes.eu/

EXPERTS:



VITALII VOLODCHENKO



MATTIA TOMASINO



LORIS CHER

3. RESEARCH INSIGHTS



COMMUNITY SURVEY & INTERVIEWING YOUTH WORKERS

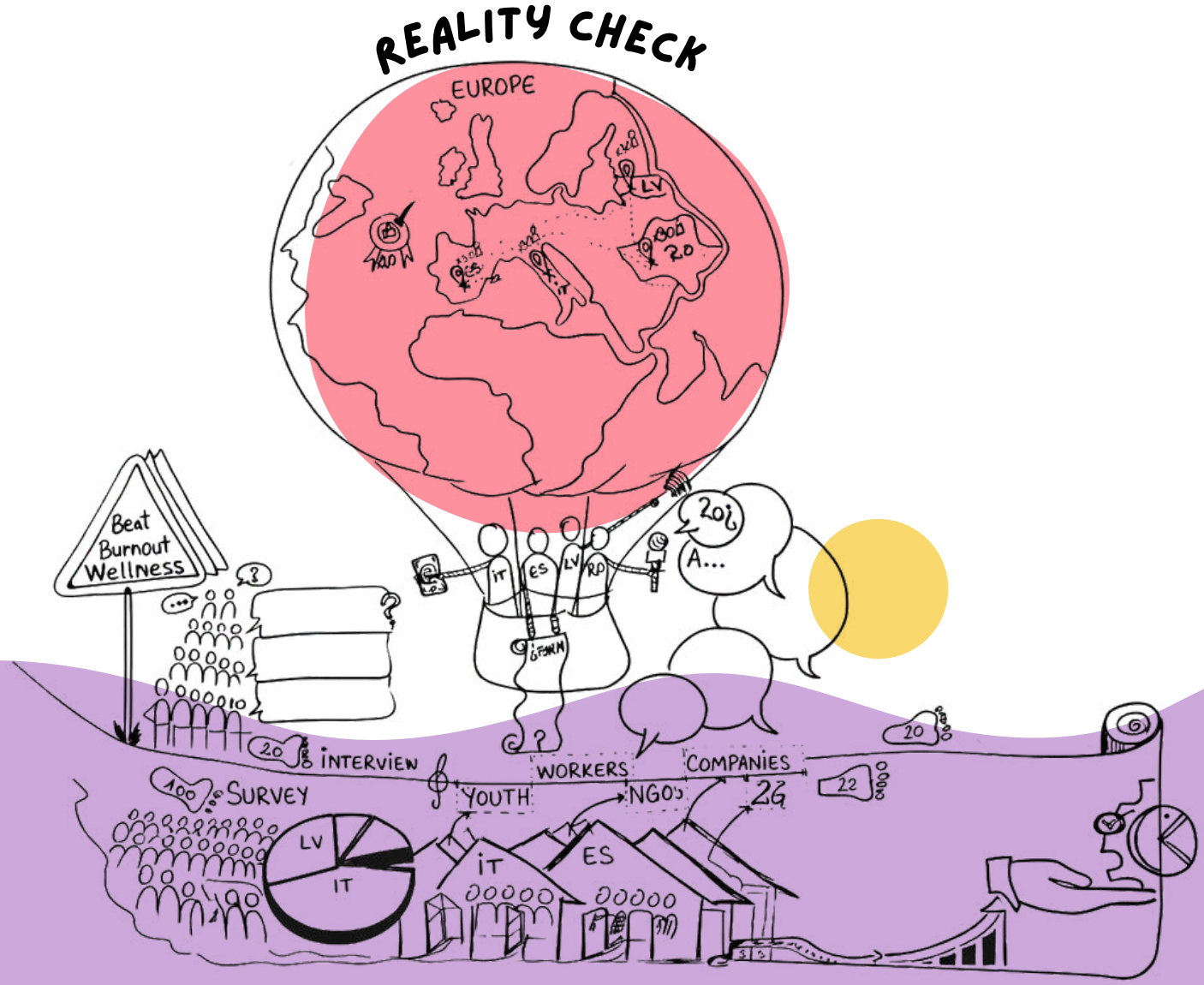
Listening Before Building: The Research that reflect WELLNEXT

Before creating tools, workshops, or systems, we chose to do something simple — and essential: **listen**.
Across the four partner countries, **we reached out to youth workers, educators, coordinators, and managers, inviting more than 120 people (30 per country) to share how wellbeing truly feels** in their professional lives. Not how it should look on paper, but how it actually shows up in busy schedules, blurred boundaries, small teams, big responsibilities, and deeply human work.

The survey became more than a data collection exercise. It turned into a mirror.

A mirror reflecting high awareness of wellbeing, and at the same time, a clear gap between good intentions and sustainable systems.

Again and again, respondents spoke about mental and emotional balance, the need for safe relationships at work, and the struggle to protect work–life boundaries. Many described informal practices that help them survive day to day: supportive colleagues, flexibility when possible, shared reflection moments. But just as often, **they pointed to what's missing — structure, leadership support, time, and clear frameworks that make wellbeing something shared, not carried alone.**



One message echoed strongly across countries and contexts:

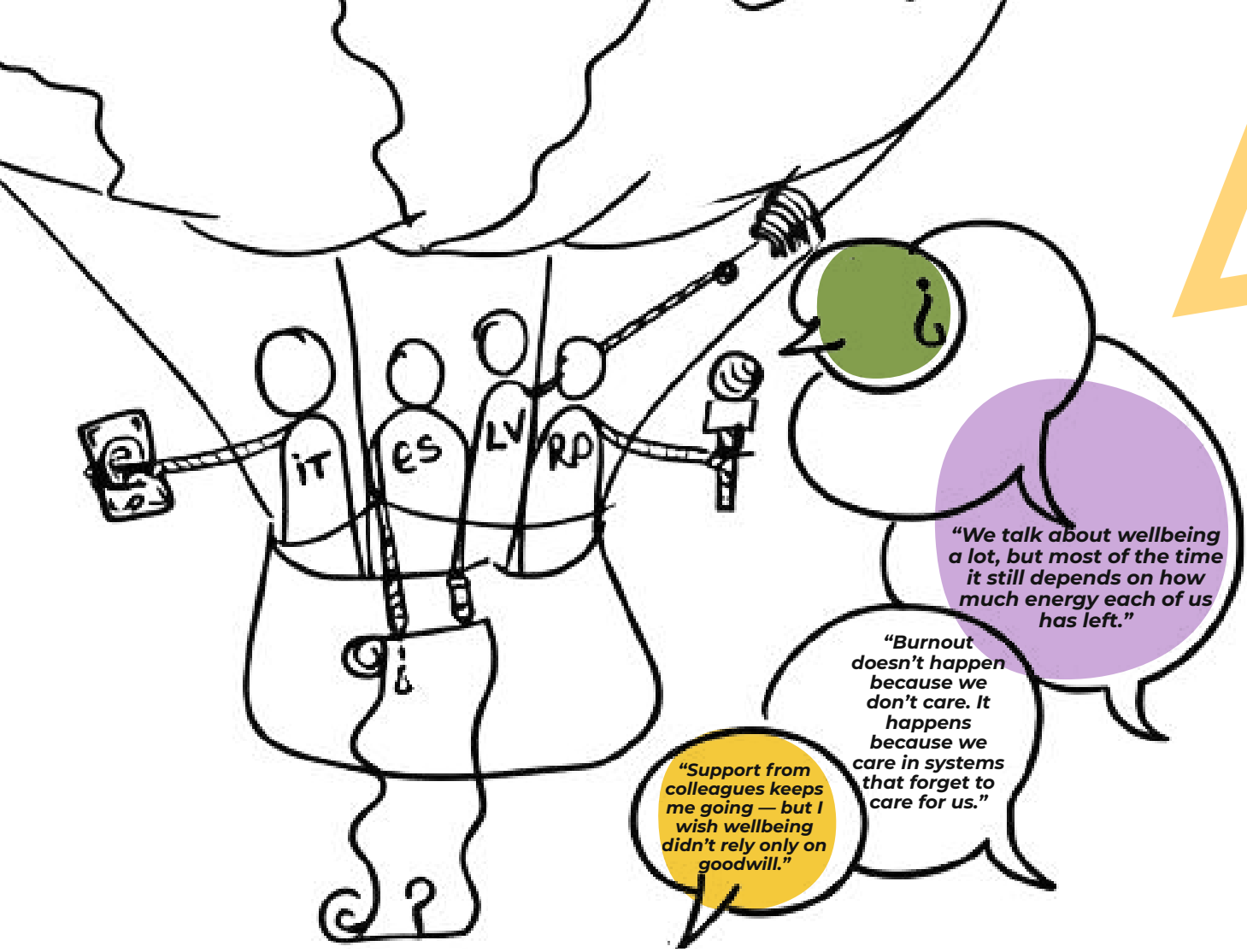
Burnout is rarely about individual weakness — **it's about systems that don't yet know how to care for people sustainably.**

This research became the first working package of WELLNEXT and the backbone of everything that follows. It doesn't stand alone. It flows directly into the **good practices collected, the mentoring processes designed, the tools tested, and the workshops developed** — all responding to real needs voiced by real people.

By starting with listening, WELLNEXT chose a different path: from awareness to **action**, from individual coping to **collective responsibility**, and from scattered efforts to **wellbeing as a living system.**

The pages ahead build on these voices.





Across the four countries, most respondents are experienced youth work professionals who often hold multiple roles at once — youth workers, trainers, coordinators, and educators working in NGOs, schools, municipalities, and larger organizations. Their daily work is people-centered, dynamic, and emotionally engaging, driven by strong commitment and care for young people.



At the same time, their realities include high workloads, overlapping responsibilities, and blurred boundaries between work and personal life.

This combination of passion and pressure clearly shows why wellbeing cannot rely only on individual effort, but needs to be supported through shared, systemic approaches like WELLNEXT.

The project combines:

1. "We try to take care of young people every day — sometimes we forget we need a system that takes care of us too."
2. "Flexibility helps, but without clear boundaries, work quietly follows me home."
3. "Wellbeing isn't just yoga or a workshop — it's how we talk, plan, and share responsibility."
4. "Most of us know what wellbeing means. The hard part is finding the time and support to actually live it at work."



LATVIA SURVEY INSIGHTS

CONTEXTUAL OVERVIEW

Who answered

34
Respondents
WORKING WITH YOUNG PEOPLE



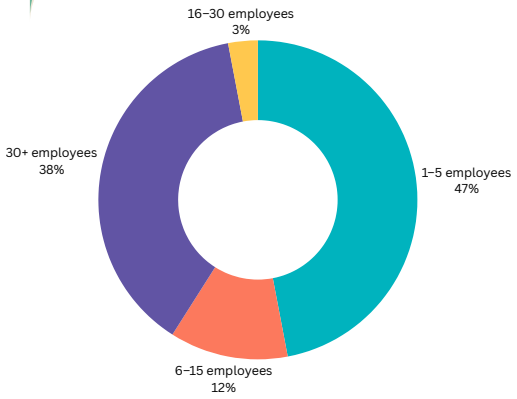
Respondents represent a wide range of roles and organisational contexts, including non-governmental organisations, municipal and public institutions, and other youth-related structures, as indicated in the questionnaire.

Professional Roles

- Youth workers — 44%
- Managers / coordinators — 41%
- Trainers / educators — 41%
- Administrative staff — 18%
- Volunteers — 15%

*Multiple answers allowed. Response count varies by question.

Organisation size



LEVEL OF UNDERSTANDING AND AWARENESS OF WELLBEING

Understanding of
"wellbeing at work"

74%
Yes, I know what it means

26%
Not fully sure



Self-assessed knowledge of wellbeing

*closed question, N = 34

Wellbeing is still experienced mainly at an individual level, highlighting the need for stronger organisational ownership and systemic support.

Dimensions linked to wellbeing at work:

*Multiple answers allowed, N = 34



Emotional wellbeing — **97%**



Mental wellbeing — **94%**



Social wellbeing — **85%**



Physical wellbeing — **85%**



Environmental wellbeing — **79%**



Purpose / meaning — **65%**

EXISTING PRACTICES VS. REAL NEEDS IN ORGANIZATIONS

Latvian respondents report a moderate presence of wellbeing practices in their organisations, but these are often informal and uneven. They strongly express the need for training, leadership support, and resources to make wellbeing a consistent and sustainable part of organisational life.





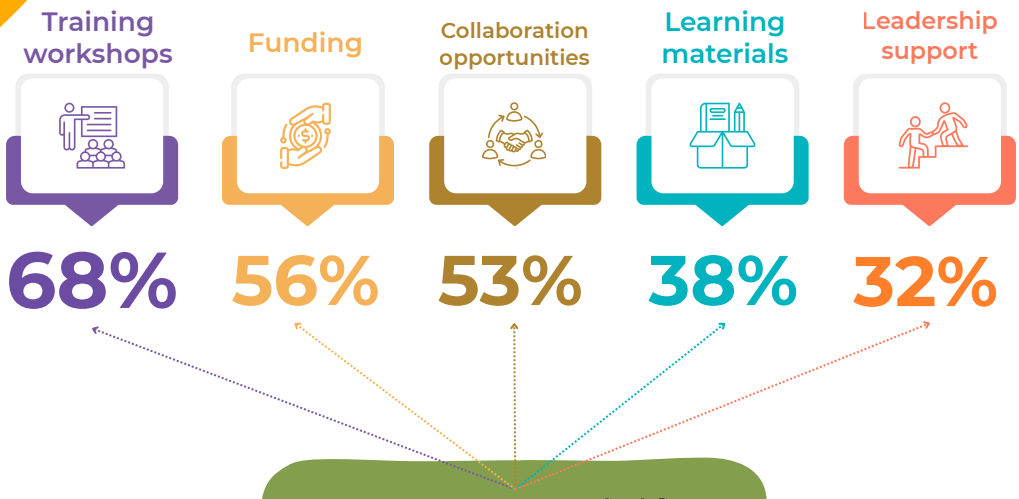
Identified organisational gaps

21% of respondents report that their organisation does not encourage self-care or work–life balance

18% of respondents perceive wellbeing mainly as an individual responsibility, rather than an organisational one

Key resources needed for sustainable wellbeing practices

Multiple answers allowed, N = 34



COMMON CHALLENGES RELATED TO BURNOUT



66% of respondents report difficulty in **setting clear boundaries**



64% of respondents report **ineffective internal communication**



62% of respondents report **difficulty adapting to change**



66% of respondents report challenges in **maintaining work–life balance**



58% of respondents report challenges related **to social support** at work



58% of respondents report difficulty **expressing and satisfying their needs**



The main challenges related to burnout in Latvia are setting boundaries, maintaining work–life balance, and internal communication.

Multiple answers allowed, N = 30

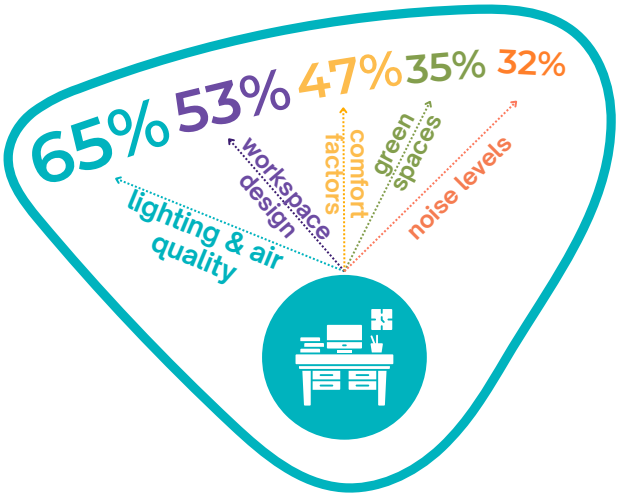
RESPONSIBILITY FOR WELLBEING: INDIVIDUAL OR SYSTEMIC?

How wellbeing is currently supported

Individual level	Organisational level
Physical activity	Open communication
Rest and recovery	Empathy & mutual support
Social support	Positive atmosphere
Mental health & self-care	Respecting boundaries
Hobbies & creativity	Leading by example
Being in nature	
Boundary-setting	



The Latvian data highlights the need to move beyond individual responsibility and isolated initiatives toward a shared, systemic approach, which aligns with the core purpose of the WellNext model.



Physical workspace conditions that affect wellbeing

What Needs to Change?

- Systemic, structured wellbeing approach
- Stronger leadership involvement
- Regular professional support
- Diversified activities
- Wellbeing education
- Culture of recognition





ROMANIA
SURVEY INSIGHTS

CONTEXTUAL OVERVIEW

WHO ANSWERED

30 Respondents WORKING WITH YOUNG PEOPLE



Experience in youth work

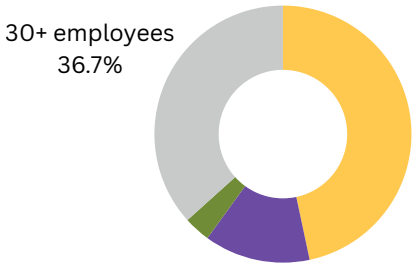
- **40%** Experienced youth professionals (more than 5 years in the field)
- **30%** Youth professionals with solid practical experience (3-5 years)
- **23%** Developing professional experience (1-3 years of youth work)
- **7%** Newcomers to youth work (Less than 1 year)

PROFESSIONAL ROLES

- 33% Managers / coordinators
- 21% Youth workers
- 17% Trainers / educators
- 17% Volunteers
- 17% Communication roles
- 13% Administrative staff

*Multiple answers allowed.
Response count varies by question.*

ORGANISATION SIZE



Respondents work in a variety of organisational contexts, including civil society organisations, educational environments, private organisations, and other institutional settings, as indicated through the self-reported name of organisation/institution.

LEVEL OF UNDERSTANDING AND AWARENESS OF WELLBEING

Understanding of "wellbeing at work"

77% Yes, I know what it means

23% Not fully sure



Self-assessed knowledge of wellbeing

*closed question, N = 30

Most respondents clearly understand what wellbeing at work means and associate it mainly with mental and emotional health. However, wellbeing is still perceived more as an individual experience than as a shared organisational responsibility.

Dimensions linked to wellbeing at work:

*Multiple answers allowed, N = 30



Mental **97%**



Emotional **90%**



Social **80%**



Physical **57%**



Environmental **53%**



Purpose / meaning **43%**

EXISTING PRACTICES VS. REAL NEEDS IN ORGANIZATIONS

Most organisations have some wellbeing-related practices in place, but these are mainly informal and inconsistent. Respondents clearly indicate a need for structured support, training, leadership involvement, and resources to make wellbeing sustainable.





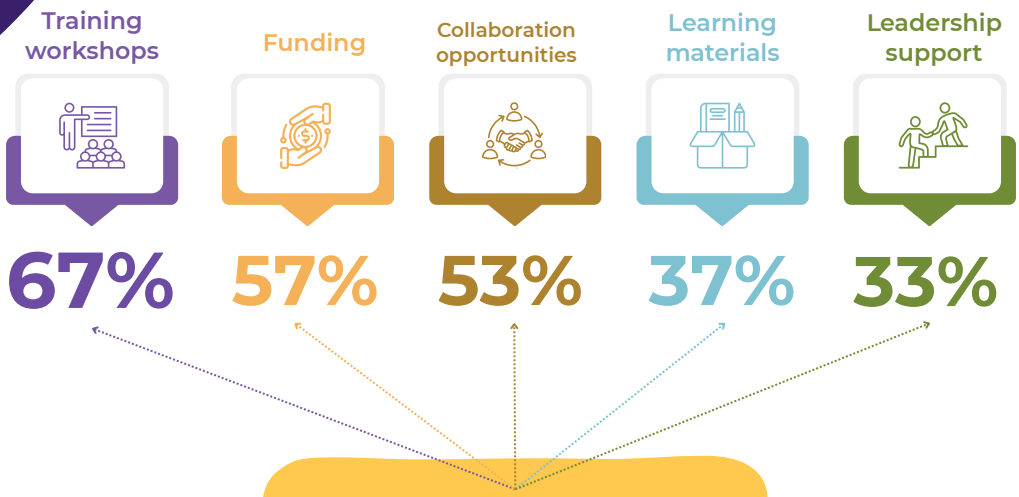
Identified organisational gaps

20% of respondents report that their organisation does not encourage self-care or work–life balance

17% of respondents perceive wellbeing mainly as an individual responsibility, rather than an organisational one

Key resources needed for sustainable wellbeing practices

**Multiple answers allowed, N = 30*



COMMON CHALLENGES RELATED TO BURNOUT



47% report difficulty in **setting clear boundaries**

33% report **ineffective internal communication**



30% report **difficulty adapting to change**



37% report challenges in **maintaining work–life balance**



30% report challenges related to **social support** at work



23% report difficulty **expressing and satisfying their needs**



**Multiple answers allowed, N = 30*

The main challenges related to burnout are setting boundaries, maintaining work–life balance, and internal communication. These pressures show that burnout risk is driven more by systemic and relational issues than by individual limitations.

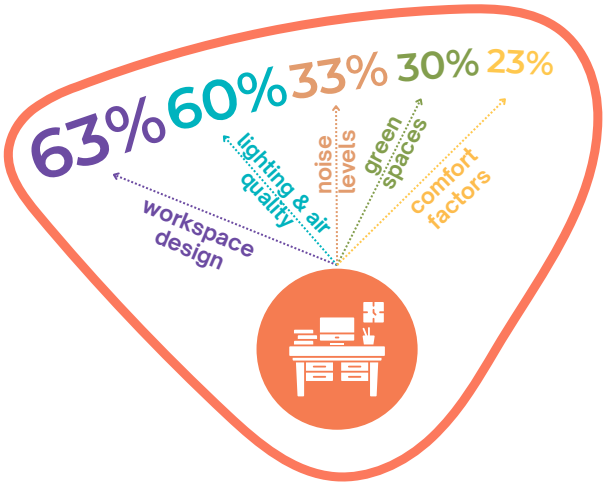
RESPONSIBILITY FOR WELLBEING: INDIVIDUAL OR SYSTEMIC?

How wellbeing is currently supported

Individual level	Organisational level
Physical activity	Respectful communication
Rest and recovery	Empathy & mutual support
Social support	Fair workload distribution
Reflection & mindfulness	Structured planning
Boundary-setting	



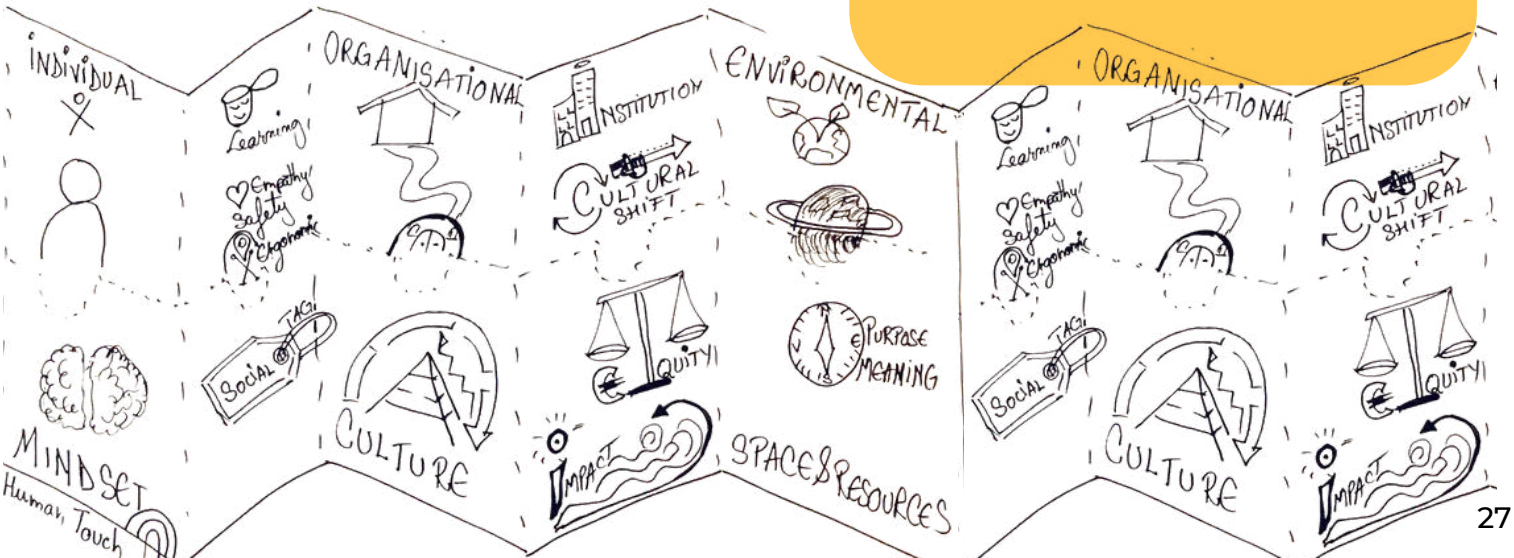
The Romanian data highlights a clear need to move from individual responsibility and isolated initiatives toward a shared, systemic approach, which aligns directly with the rationale and objectives of the WellNext model.



Physical workspace conditions that affect wellbeing

What Needs to Change?

- Systemic, structured wellbeing approach
- Stronger leadership involvement
- Regular professional support
- Clear boundaries & workload norms
- Dedicated time and funding
- Culture of recognition



SPAIN
SURVEY INSIGHTS



CONTEXTUAL OVERVIEW

PROFESSIONAL ROLES

- Trainers / educators — 43%
- Managers / coordinators — 36%
- HR / staff development — 11%
- Youth workers — 7%
- Administrative staff — 4%
- Volunteers — 4%
- Communication — 4%
- Other specialised roles — 25%

Multiple answers allowed. Response count varies by question.

WHO ANSWERED

30 Respondents WORKING WITH YOUNG PEOPLE

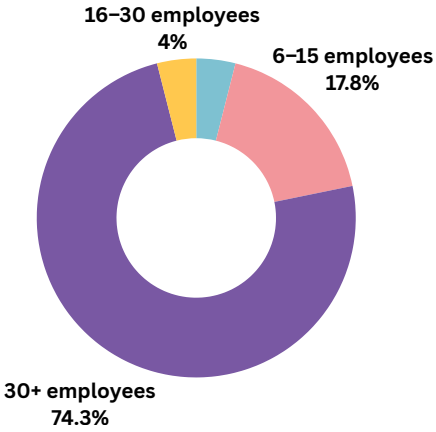


Experience in youth work

- **40%** Experienced youth professionals (more than 5 years in the field)
- **29%** Developing professional experience (1-3 years of youth work)
- **21%** Youth professionals with solid practical experience (3-5 years)
- **-** Newcomers to youth work (Less than 1 year)



ORGANISATION SIZE



Respondents represent a range of organisational contexts, including educational, social, and institutional settings, as indicated through the self-reported name of organisation or institution. As the survey did not include a closed question on organisational sector, references to organisational context are used descriptively rather than as quantified categories.

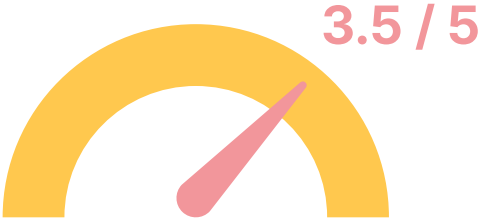
LEVEL OF UNDERSTANDING AND AWARENESS OF WELLBEING

Most Spanish respondents clearly understand what wellbeing at work means and associate it primarily with mental and emotional health. However, wellbeing is still perceived mainly as an individual experience rather than as a shared organisational responsibility.

Understanding of "wellbeing at work"

78% Yes, I know what it means

22% Not fully sure



Self-assessed knowledge of wellbeing

closed question, N = 30

Dimensions linked to wellbeing at work:

Multiple answers allowed, N = 30



Mental **97%**



Emotional **91%**



Social **78%**



Physical **56%**



Environmental **56%**

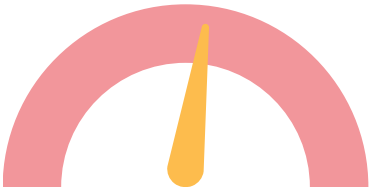


Purpose / meaning **44%**

EXISTING PRACTICES VS. REAL NEEDS IN ORGANIZATIONS

Spanish respondents report a low-to-moderate presence of wellbeing practices in their organisations, which are often inconsistent and dependent on local initiatives. They clearly express the need for training, leadership involvement, and adequate resources to make wellbeing a structured and sustainable part of organisational life.





Presence of wellbeing practices in organisations

Identified organisational gaps

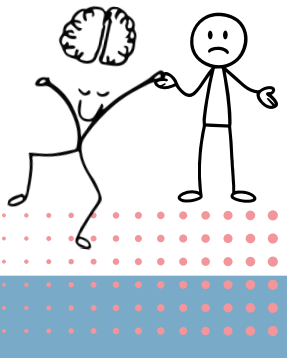
23% of respondents report that their organisation does not encourage self-care or work–life balance

19% of respondents perceive wellbeing mainly as an individual responsibility, rather than an organisational one

Key resources needed for sustainable wellbeing practices

*Multiple answers allowed, N = 30

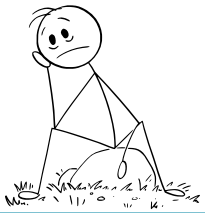
Training workshops	Leadership support	Funding	Learning materials	Collaboration opportunities
55%	45%	42%	32%	29%



COMMON CHALLENGES RELATED TO BURNOUT



47% report difficulty in **setting clear boundaries**



34% report **ineffective internal communication**



28% report **difficulty adapting to change**



38% report challenges in **maintaining work–life balance**



31% report challenges related to **social support** at work



22% report difficulty **expressing and satisfying their needs**



The main challenges related to burnout in Spain are setting boundaries, maintaining work–life balance, and internal communication. These pressures show that burnout risk is driven mainly by systemic and relational factors rather than by individual limitations.

*Multiple answers allowed, N = 30

RESPONSIBILITY FOR WELLBEING: INDIVIDUAL OR SYSTEMIC?

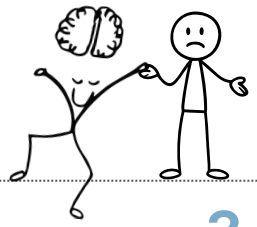
How wellbeing is currently supported

Individual level

- Physical activity
- Rest and recovery
- Social support
- Reflection & mindfulness
- Boundary-setting

Organisational level

- Respectful communication
- Empathy & mutual support
- Fair workload distribution
- Structured planning
- Giving employees a voice and listening

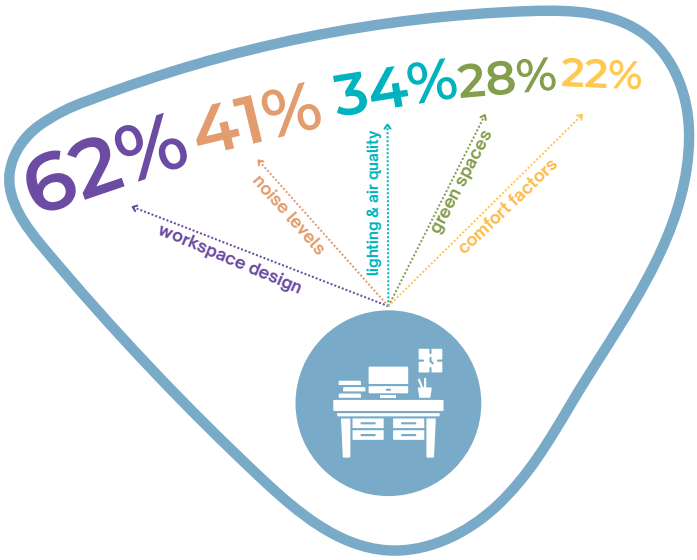


3.3 / 5



Perceived importance of organisational wellbeing systems

The Spanish data highlights a strong need to move from informal, local initiatives toward structured organisational systems with leadership involvement, which aligns directly with the rationale and objectives of the WellNext model.



Physical workspace conditions that affect wellbeing

What Needs to Change?

- Systemic, structured wellbeing approach
- Stronger leadership involvement
- Regular professional support
- Clear boundaries & workload norms
- Dedicated time and funding
- Culture of recognition





ITALY
SURVEY INSIGHTS

CONTEXTUAL OVERVIEW

PROFESSIONAL ROLES

- 43% Managers / coordinators
- 25% Trainers / educators
- 14% Youth workers
- 14% Volunteers
- 7% Administrative staff
- 14% Other specialised roles

*MULTIPLE ANSWERS ALLOWED. RESPONSE COUNT VARIES BY QUESTION.

WHO ANSWERED

30 Respondents

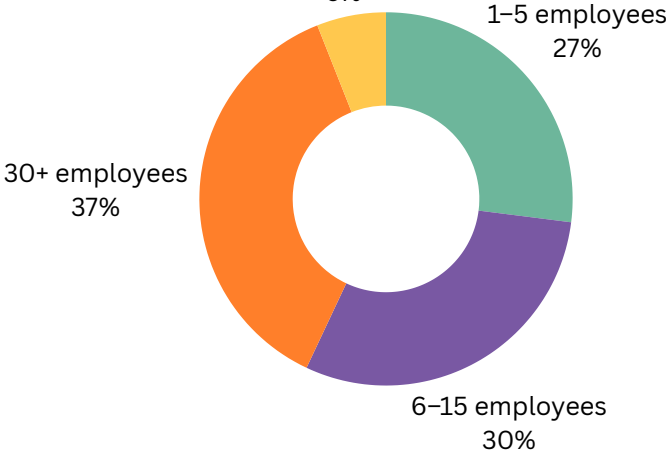
WORKING WITH YOUNG PEOPLE



Experience in youth work

- **56%** Experienced youth professionals (more than 5 years in the field)
- **28%** Developing professional experience (1-3 years of youth work)
- **12%** Youth professionals with solid practical experience (3-5 years)
- **4%** Newcomers to youth work (Less than 1 year)

ORGANISATION SIZE



LEVEL OF UNDERSTANDING AND AWARENESS OF WELLBEING

Responders represent a range of organisational contexts, including educational, social, and institutional settings, as indicated through the self-reported name of organisation or institution.



Self-assessed knowledge of wellbeing

*closed question, N = 30

Most Italian respondents show a good understanding of what wellbeing at work means and associate it mainly with emotional and mental health. Physical, social, and environmental dimensions are also present, while purpose and meaning are less frequently highlighted, suggesting that wellbeing is still framed primarily through day-to-day psychosocial experience.

Dimensions linked to wellbeing at work:

*Multiple answers allowed, N = 30



Emotional **66%**



Mental **62%**



Physical **48%**



Social **41%**



Environmental **38%**



Purpose / meaning **31%**

EXISTING PRACTICES VS. REAL NEEDS IN ORGANIZATIONS

Italian respondents report a moderate presence of wellbeing practices in their organisations, but these are often informal and uneven. They clearly express the need for funding, collaboration, leadership support, and training to make wellbeing a structured and sustainable part of organisational life.





Presence of wellbeing practices in organisations

Identified organisational gaps

- Lack of structured organisational encouragement
- Wellbeing often framed as individual responsibility
- Support depends on local leadership or team culture

Key resources needed for sustainable wellbeing practices

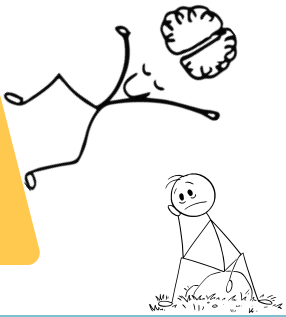
*Multiple answers allowed, N = 30

Funding	Collaboration opportunities	Leadership support	Training workshops	Learning materials
61%	61%	54%	50%	11%

COMMON CHALLENGES RELATED TO BURNOUT



58% report difficulty in **setting clear boundaries**



62% report **ineffective internal communication**



58% report **difficulty adapting to change**



73% report challenges in **maintaining work–life balance**



64% report challenges related to **social support at work**



58% report **difficulty expressing and satisfying their needs**



The main challenges related to burnout in Italy are work–life balance, social support, and internal communication. These pressures indicate that burnout risk is strongly linked to systemic and relational factors rather than to individual limitations.

*Multiple answers allowed, N = 30

RESPONSIBILITY FOR WELLBEING: INDIVIDUAL OR SYSTEMIC?

How wellbeing is currently supported

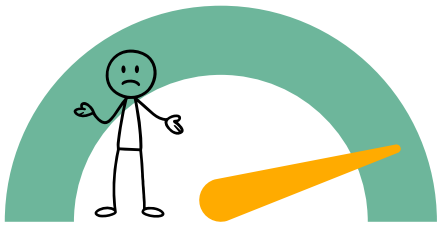
Individual level

- Physical activity
- Rest and recovery
- Social support
- Reflection & mindfulness
- Boundary-setting

Organisational level

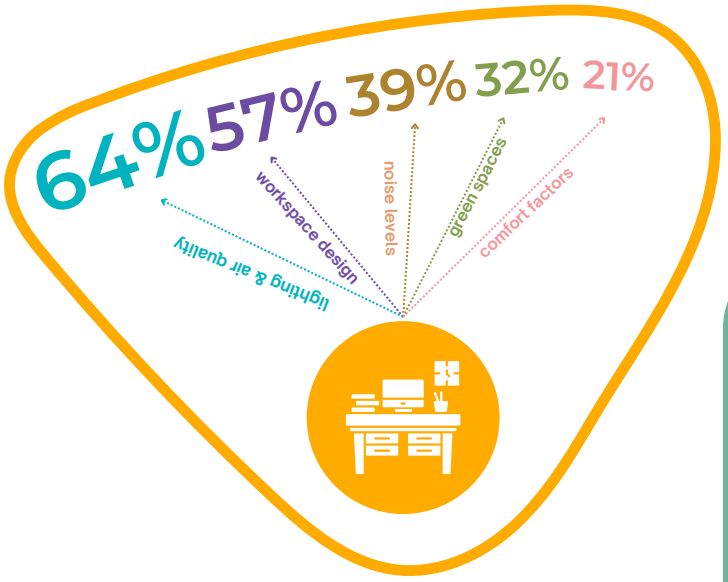
- Respectful communication
- Empathy & mutual support
- Fair workload distribution
- Structured planning

88%- Very important



Perceived importance of organisational wellbeing systems

Wellbeing is mainly supported through personal practices and team behaviours, while organisational systems remain limited.



Physical workspace conditions that affect wellbeing

What Needs to Change?



- Systemic, structured wellbeing approach
- Stronger leadership involvement
- Regular professional support
- Clear boundaries & workload norms
- Dedicated time and funding
- Culture of recognition



CROSS-COUNTRY INSIGHTS

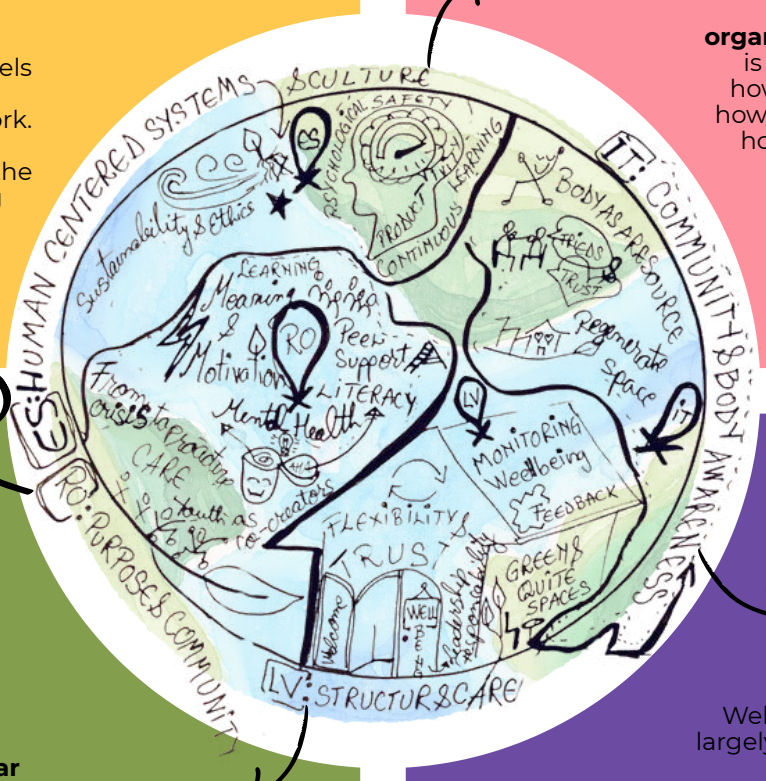
HOW WELLBEING IS UNDERSTOOD?

ROMANIA

Wellbeing is **strongly linked to the physical and environmental conditions of work**. Light, air quality, workspace design, comfort and noise levels are seen as central to how people feel at work. Wellbeing is often understood through the quality of the working space.

SPAIN

Wellbeing is mainly understood through **emotional balance, team relationships, and organisational climate**. It is closely connected to how people are treated, how teams function, and how work is organised.



LATVIA

Wellbeing is defined primarily through **clear boundaries, communication, and work–life balance.** It is seen less as an individual feeling and more as a result of how the organisation functions.

ITALY

Wellbeing is understood largely as **protection from burnout, stress and overload.** Respondents associate wellbeing with the ability to cope, recover and remain emotionally and physically healthy in demanding work environments.

HOW WELLBEING IS CURRENTLY SUPPORTED?

Across all four countries, wellbeing support exists, but it is mostly:

Informal **Uneven** **Dependent on individual managers or team culture**

Spain relies strongly on **team culture and informal support**.

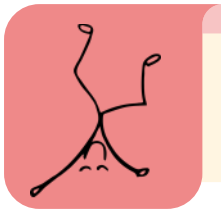
Latvia depends on **local leadership and interpersonal relationships**.

Italy relies heavily on **personal resilience** rather than organisational systems.

Romania focuses more on **practical working conditions** than on structured wellbeing strategies.



WHAT CREATES BURNOUT?



Burnout is driven by **high workloads, institutional pressure**, and complex organisational demands.

SPAIN



Burnout comes from **lack of boundaries, constant availability, and poor communication.**

LATVIA



Burnout is linked to **chronic stress, emotional overload, unstable work conditions, and lack of recovery.**

ITALY



Burnout is connected to **uncomfortable, noisy, and poorly adapted working environments** as well as high work intensity.

ROMANIA

WHAT NEEDS TO CHANGE?

All countries strongly point to the same gap:

Wellbeing is treated as a personal responsibility, while what is needed is a shared organisational system.

However, each country highlights different priorities:

SPAIN

Needs leadership accountability, structured wellbeing policies, and better workload management.

LATVIA

Needs clear rules for boundaries, stronger internal communication, and organisational support.

ITALY

Needs burnout prevention systems, emotional support, and sustainable ways of working.

ROMANIA

Needs better physical working conditions, healthier spaces, and environments that support recovery and focus.

4.BEST PRACTICES



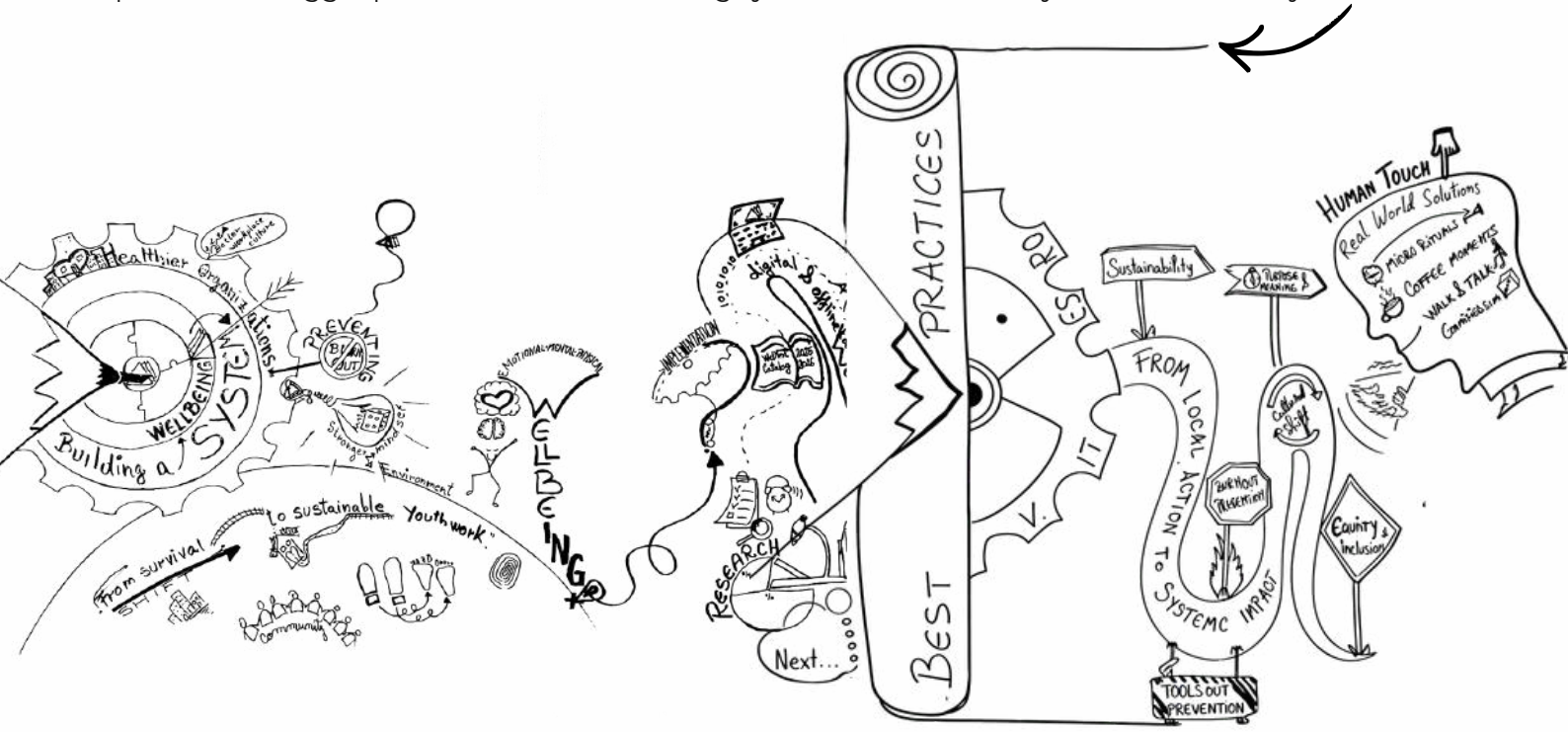
COLLECTING BEST PRACTICES

COLLECTING CASE STUDIES & SUCCESSFUL WELLBEING APPROACHES

After listening to voices from the field, the next step of WELLNEXT was to look for places where wellbeing is already being lived in practice. Across the four partner countries, each team identified five inspiring case studies — organizations that, in different ways and with different resources, have found meaningful approaches to support the wellbeing of their staff and communities. These are not perfect models, but real-life examples shaped by real challenges, creativity, and care.

From small rituals to systemic change — wellbeing in action across Europe.

Together, these twenty practices show that wellbeing can take many forms: from small daily rituals that strengthen team connection, to structured programs, supportive leadership styles, flexible work models, and environments that value rest, reflection, and open communication. This chapter celebrates these experiences as learning spaces — proof that change is possible, and inspiration for other organizations ready to move from intention to action. Each story adds a piece to the bigger picture of what a wellbeing system can look like in youth work and beyond.



PRO VOBIS
NATIONAL RESOURCE CENTRE FOR VOLUNTEERING
ROMANIA



Volunteers, volunteer coordinators, NGOs involving volunteers, vulnerable groups

National center promoting ethical, inclusive and sustainable volunteering through systemic support for volunteers and coordinators, focusing on balance, learning and emotional safety rather than performance.

MENTAL

- Structured training for volunteer coordinators
- Role-clarity tools
- Reflection sessions on motivation and limits

EMOTIONAL

- Peer-support groups for coordinators
- Recognition rituals
- Safe spaces to discuss burnout and doubts

PHYSICAL

- Realistic workload planning
- Time-limited volunteering roles
- Accessibility adaptations for diverse volunteers

OBSTACLES

Limited long-term funding

Overloaded coordinators

Pressure from funders for numbers

IMPACT

Volunteering shifted from "doing more for free" to "learning, belonging and contributing safely

CATEGORY

Individual

Building volunteers' confidence and self-awareness through reflection on motivation and boundaries

Organizational

Ethical volunteer management standards, coordinator supervision and peer learning systems

Environmental

Access to national networks, training resources, recognition events and shared tools

GOOD PRACTICES

Volunteer Coordinators' Club

Regular peer meetings where coordinators share challenges and solutions instead of working in isolation

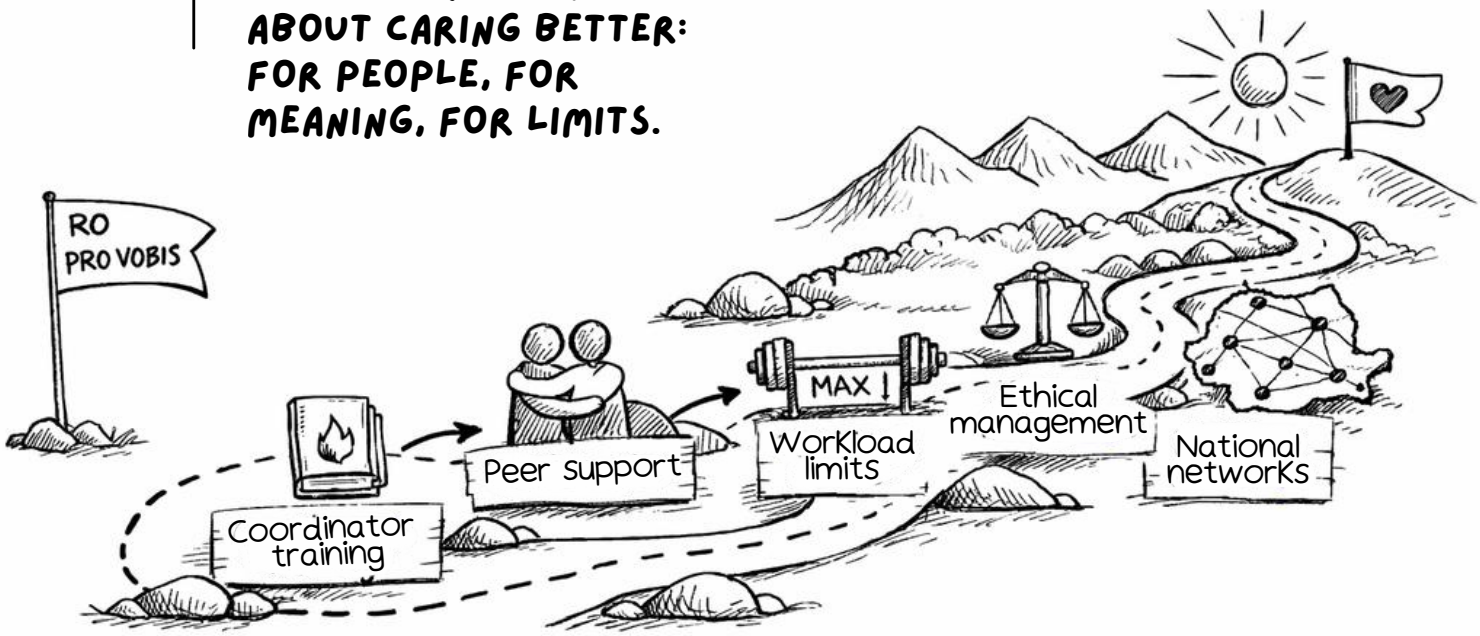
Ethical volunteering frameworks

Clear standards that protect volunteers' time, motivation and wellbeing

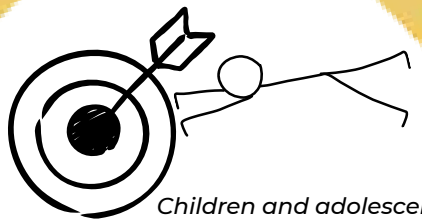
Recognition as care

Celebrating people, not outputs, to reinforce meaning and belonging

> VOLUNTEERING IS NOT ABOUT DOING MORE, IT'S ABOUT CARING BETTER: FOR PEOPLE, FOR MEANING, FOR LIMITS.



ASOCIATIA ACADEMIA DE BINE ROMANIA



Children and adolescents at risk, families, therapists and educators

Academia de Bine offers integrated mental health and life-skills support for vulnerable children and adolescents through therapy, counseling and safe developmental spaces



MENTAL

- Psychotherapy
- Psychological counseling
- Cognitive and life-skills workshops



EMOTIONAL

- Group therapy
- Emotional expression exercises
- Confidence-building and resilience work



PHYSICAL

- Safe therapeutic spaces
- Structured routines

OBSTACLES

- High emotional load
- funding instability
- long-term engagement needs

IMPACT

Increased access to early mental-health intervention and reduced stigma around psychological support

CATEGORY

Individual

Helping children understand emotions, build self-awareness and coping strategies



Organizational

Clinical supervision, manageable caseloads, reflective team culture for therapists

Environmental

Dedicated therapy rooms, safe and predictable physical space for vulnerable youth



GOOD PRACTICES

Clinical supervision

Therapists regularly process difficult cases to prevent emotional overload

Caseload limits

Protecting staff wellbeing while maintaining quality of care

Recognition as care

Therapists model the self-awareness they teach children



> CARE BEGINS WITH THOSE WHO CARE. EMOTIONAL HEALTH IS THE FOUNDATION OF EVERY INTERVENTION.

FEDERATIA AHA

ROMANIA



Young people, youth workers, partner NGOs

AHA Federation connects five NGOs into a shared ecosystem that co-creates non-formal education experiences for youth, focusing on learning, creativity and community belonging



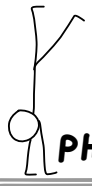
MENTAL

- Non-formal workshops
- Project design
- Leadership and digital skills training



EMOTIONAL

- Peer learning circles
- Safe group processes
- Youth-led reflection and expression



PHYSICAL

- Community events
- Outdoor activities
- Accessible participation in projects



IMPACT

Youth shifted from passive participants to active co-creators within NGO ecosystems

CATEGORY

Individual

Empowering youth to design activities and take ownership of learning



Organizational



Federation governance, shared decision-making between NGOs

Environmental

Shared tools, spaces, Erasmus+ mobility opportunities



GOOD PRACTICES

Federation model

Pooling resources instead of competing

Co-creation

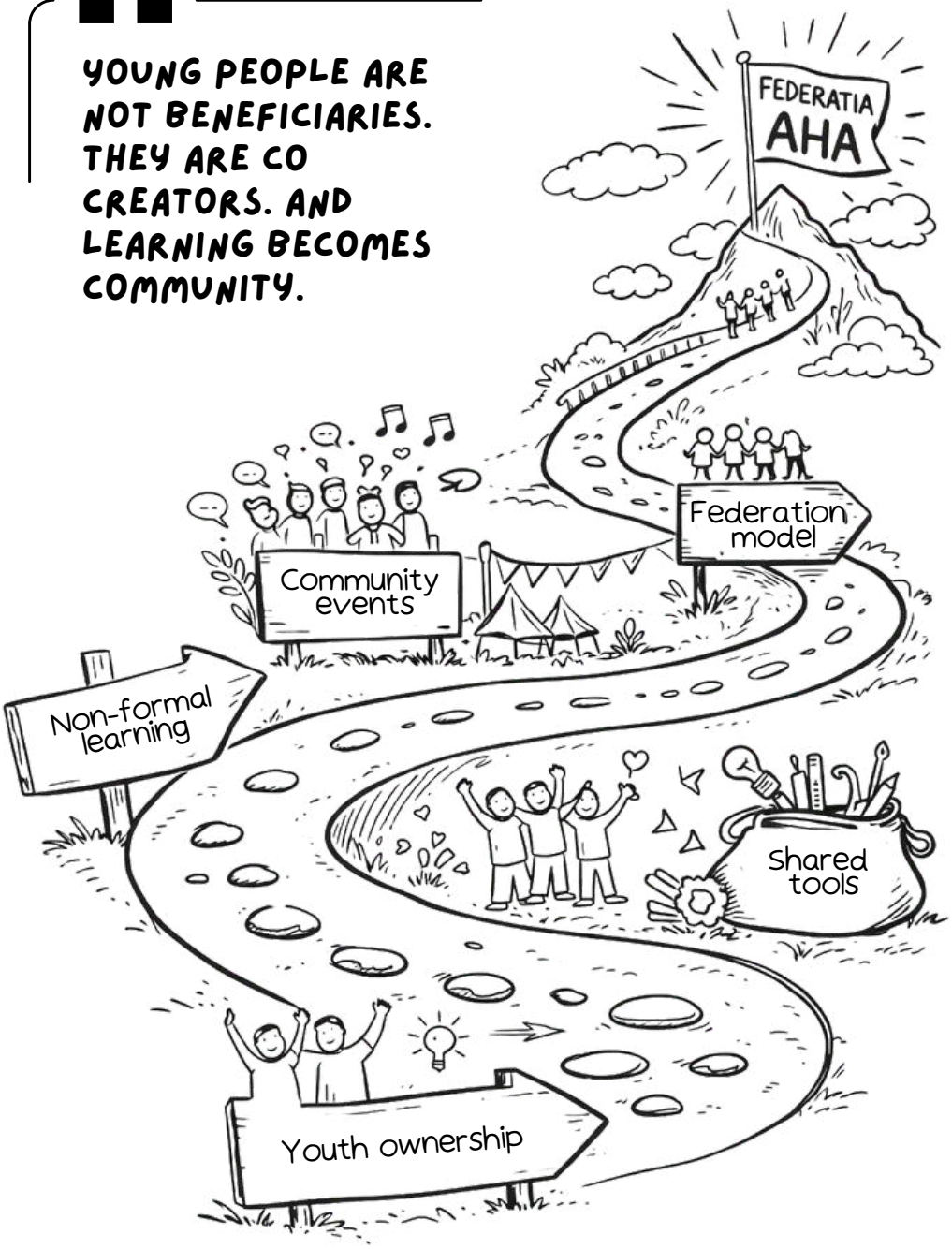
Activities designed with youth, not for them

Open ecosystem

Welcoming new partners to strengthen resilience



YOUNG PEOPLE ARE NOT BENEFICIARIES. THEY ARE CO CREATORS. AND LEARNING BECOMES COMMUNITY.



GAMMA INSTITUTE
ROMANIA



Youth, families, youth workers, psychology students

Gamma Institute delivers psychology-based education and community programs that make mental health knowledge accessible through projects, workshops and crisis-response initiatives

MENTAL

- Psychology education workshops
- Anti-bullying programs
- Youth worker training

EMOTIONAL

- Identity exploration groups
- Self-acceptance sessions
- Crisis counseling during emergencies

PHYSICAL

- Expressive therapies
- Outdoor activities
- Safe community spaces

OBSTACLES

- Administrative overload
- Mental Health stigma
- Funding continuity

IMPACT

Mental health education became accessible beyond clinical settings

CATEGORY

Individual

Self-knowledge, emotional literacy, resilience skills

Organizational

Volunteer supervision, access to professional development, values-based culture

Environmental

Free community workshops, digital tools, international mobility spaces

GOOD PRACTICES

Free annual workshops

Removing financial barriers

Volunteer pipelines

Students gain supervised experience

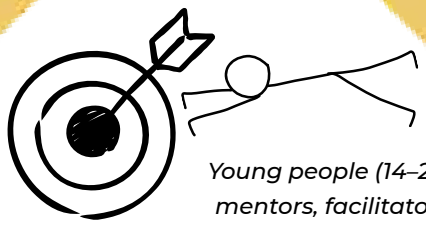
Crisis adaptability

Fast community support during emergencies



> PSYCHOLOGY BECOMES POWERFUL WHEN BOLD IDEAS TURN INTO PRACTICAL TOOLS FOR REAL LIVES.

ZBOR HUB
ROMANIA



Young people (14–25), mentors, facilitators

ZBOR creates free physical and digital hubs where young people explore learning, creativity and identity in safe, non-judgmental environments



MENTAL

Non-formal workshops

AI and digital skills

Mentoring



EMOTIONAL

Peer support

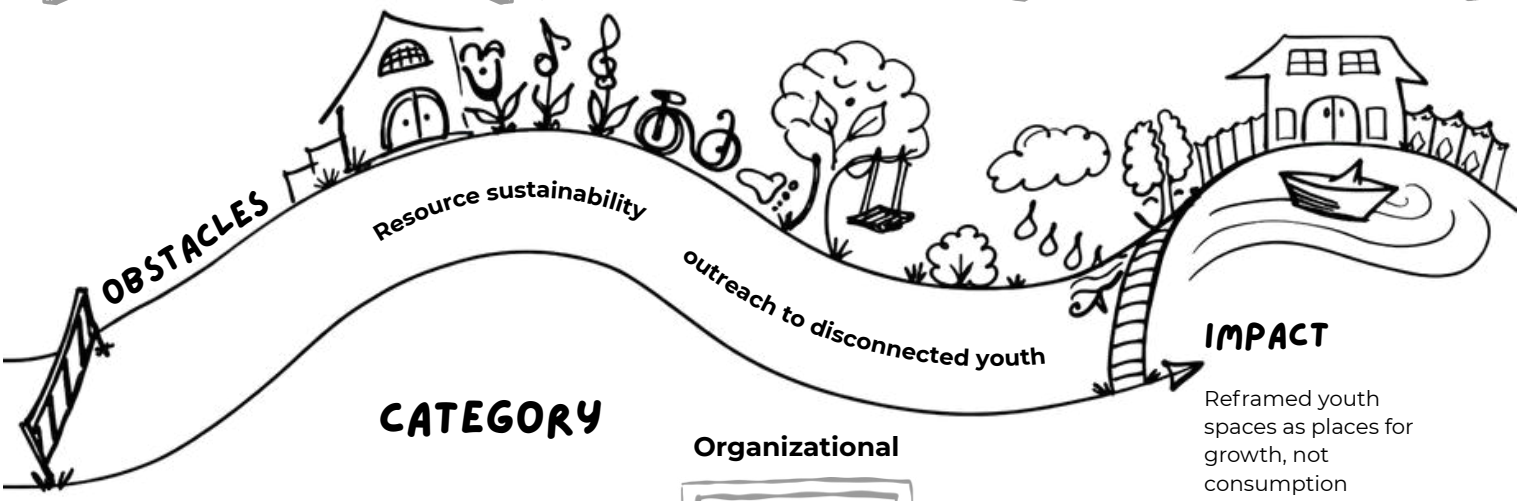
Self-expression

Confidence-building communities



PHYSICAL

Free access to resources and equipment



IMPACT

Reframed youth spaces as places for growth, not consumption

CATEGORY

Individual

Autonomy, curiosity, self-trust through exploration



Organizational



Inclusive community rules, shared ownership of hubs

Environmental

Physical hubs + digital app connecting opportunities



GOOD PRACTICES

Free hubs

Removing access barriers

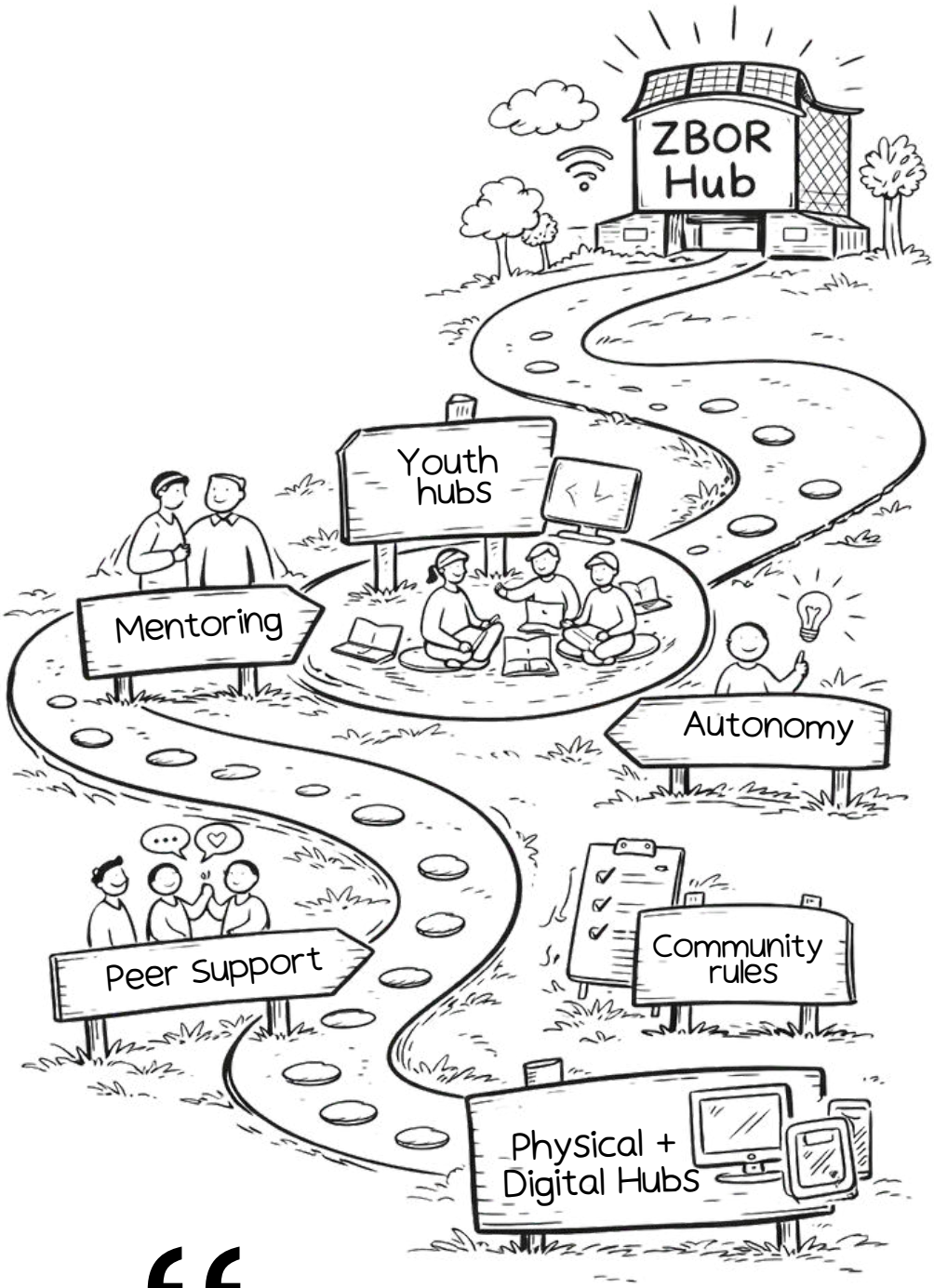
Mentorship

Young people become leaders for others

Hybrid model

Physical + digital wellbeing ecosystem





> A SAFE SPACE CAN CHANGE A CITY. WHEN YOUNG PEOPLE ARE GIVEN ROOM TO EXPLORE, THEY CREATE THE FUTURE.

"AGITA TUS ALAS"

ANGEL 24 – SPAIN



Employees at all organizational levels

"Agita tus Alas" is an internal wellbeing programme integrating health, work-life balance and sustainability into daily work routines and leadership culture

MENTAL

- Training on stress management
- Time prioritisation
- Personal development workshops

EMOTIONAL

- Emotional intelligence sessions
- Team dialogue spaces
- Recognition practices

PHYSICAL

- Flexible working hours
- Physical activity initiatives
- Ergonomic workspaces

OBSTACLES

Resistance to cultural change

Uneven engagement across departments

IMPACT

Wellbeing became a shared responsibility rather than an individual coping issue

CATEGORY

Individual

Employees develop self-awareness around stress, motivation and limits

Organizational

Wellbeing embedded in HR policies and leadership expectations

Environmental

Adapted workspaces and schedules supporting health and balance

GOOD PRACTICES

Integrated wellbeing plan

Mental, emotional and physical health addressed together

Leadership involvement

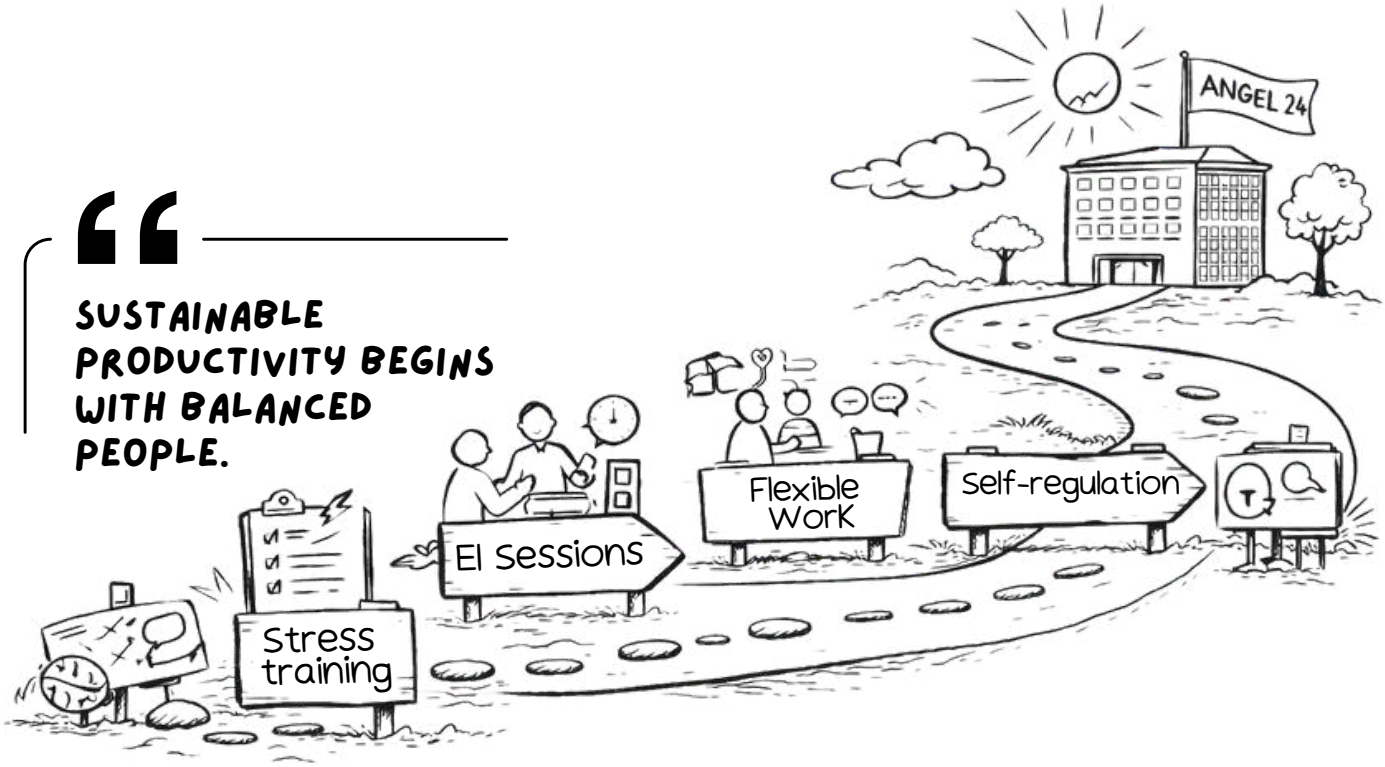
Managers trained to support wellbeing daily

Flexibility as policy

Work-life balance structurally supported, not informally negotiated

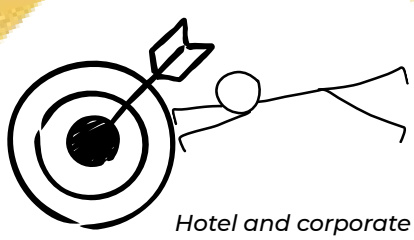
“

SUSTAINABLE PRODUCTIVITY BEGINS WITH BALANCED PEOPLE.



"WAVE OF CHANGE"

IBEROSTAR GROUP – SPAIN



Hotel and corporate employees worldwide

"Wave of Change" integrates employee wellbeing into Iberostar's global sustainability and responsible tourism strategy

MENTAL

Training on purpose-driven work

Career development

Mental health awareness

EMOTIONAL

Employee assistance programs

Psychological support

Inclusion initiatives

PHYSICAL

Safe working conditions

Health programs

Ergonomic workspaces

OBSTACLES

Large-scale implementation

Cultural differences across countries

IMPACT

Employee wellbeing positioned as part of sustainability, not a separate HR topic

CATEGORY

Individual

Support services helping employees manage stress and personal challenges

Organizational

Wellbeing linked to ESG strategy and long-term business vision

Environmental

Safer workplaces and responsible tourism environments

GOOD PRACTICES

Wellbeing–purpose connection

Employees see their work as meaningful

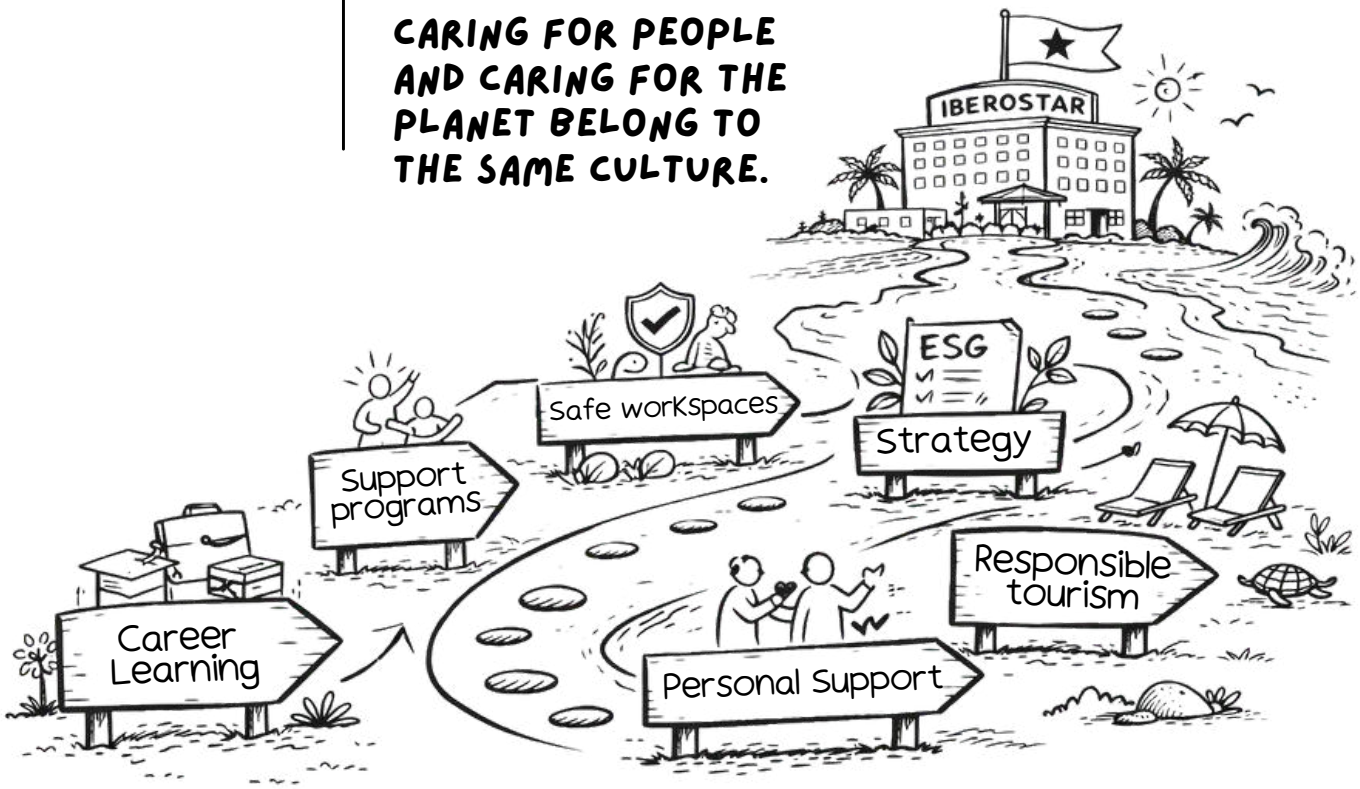
Global care programs

Consistent support adapted locally

Sustainability alignment

People care linked to environmental responsibility

> CARING FOR PEOPLE AND CARING FOR THE PLANET BELONG TO THE SAME CULTURE.



LA FAGEDA

SPAIN



People with mental health challenges and social exclusion

La Fageda employs people with mental health challenges and social vulnerability in a supportive, dignified work environment combining care and productivity



MENTAL

- Adapted job roles
- Continuous learning
- Professional development



EMOTIONAL

- Therapeutic support
- Strong relational culture
- Sense of belonging



PHYSICAL

- Nature-based workplaces
- Adjusted working rhythms
- Safe conditions



IMPACT

Demonstrated that inclusive employment can be economically and socially successful

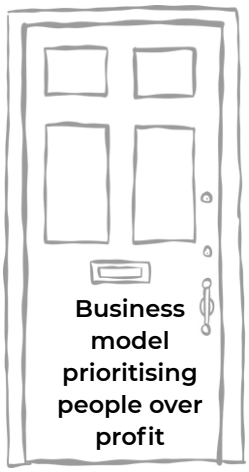
CATEGORY

Individual

Personalised work plans supporting confidence and autonomy



Organizational



Business model prioritising people over profit

Environmental

Calm, nature-integrated workspaces reducing stress



GOOD PRACTICES

Work as therapy

Meaningful employment as a wellbeing tool

Nature integration

Environment actively supports mental health

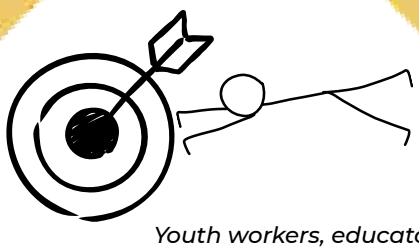
Reinvestment model

Profits reinvested into people and services


WORK BECOMES THERAPY WHEN IT IS DIGNIFIED, REAL, AND MEANINGFUL.
LA FAGEDA
People-first model
Confidence
Belonging
Adapted work
Nature-based work
Calm environment

FUNDACIÓN ADSIS

SPAIN



Youth workers, educators, social professionals

Fundación Adsis supports vulnerable youth while protecting educators' wellbeing through trauma-informed organisational practices



MENTAL

Professional training

Reflection on boundaries and roles



EMOTIONAL

Supervision

Emotional check-ins

Peer support



PHYSICAL

Safe work environments

Manageable schedules



IMPACT

Reduced burnout and improved quality of youth support services

CATEGORY

Individual

Emotional regulation skills for staff



Organizational

Wellbeing integrated into leadership and supervision

Environmental

Safe spaces for reflection and recovery



GOOD PRACTICES

Trauma-informed care

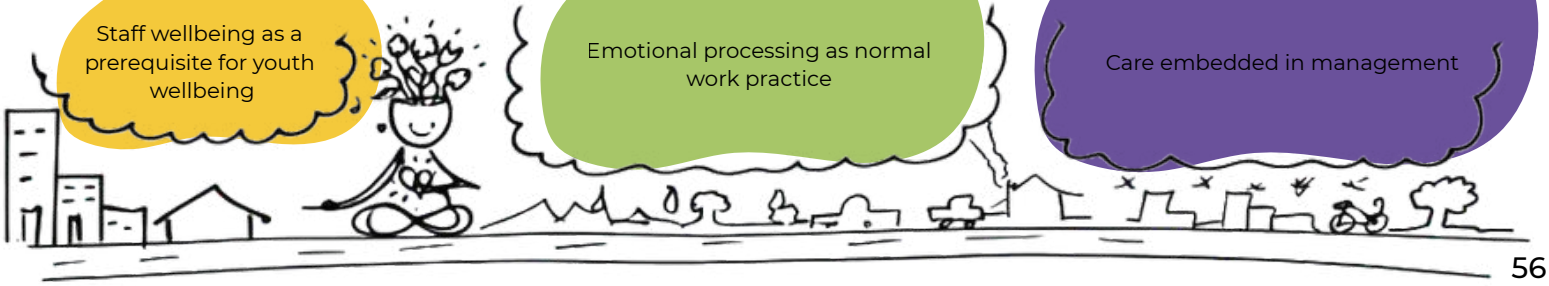
Staff wellbeing as a prerequisite for youth wellbeing

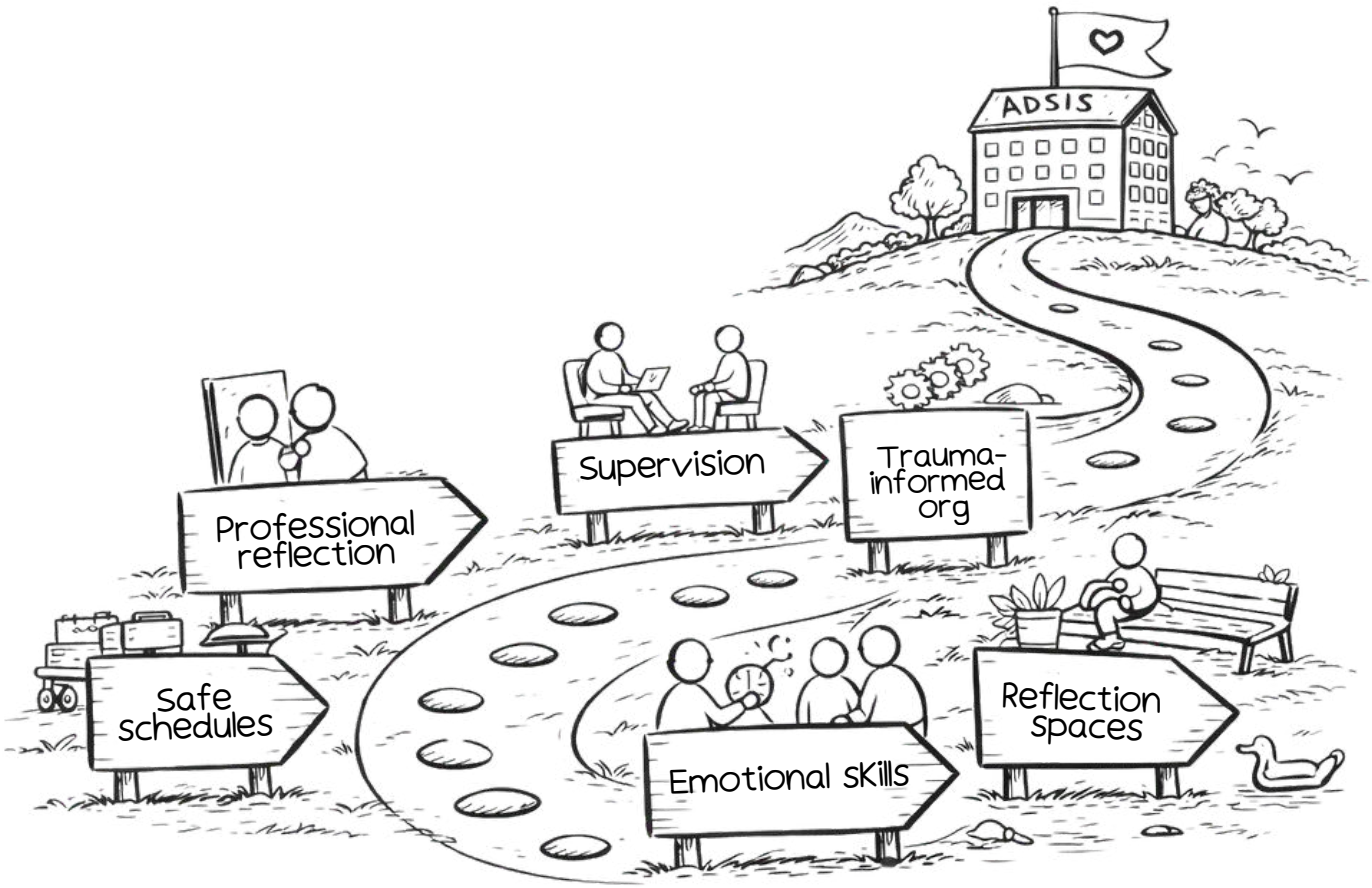
Supervision culture

Emotional processing as normal work practice

Relational leadership

Care embedded in management





> **TO SUPPORT VULNERABLE YOUTH, WE MUST FIRST SUPPORT THOSE WHO STAND BESIDE THEM.**

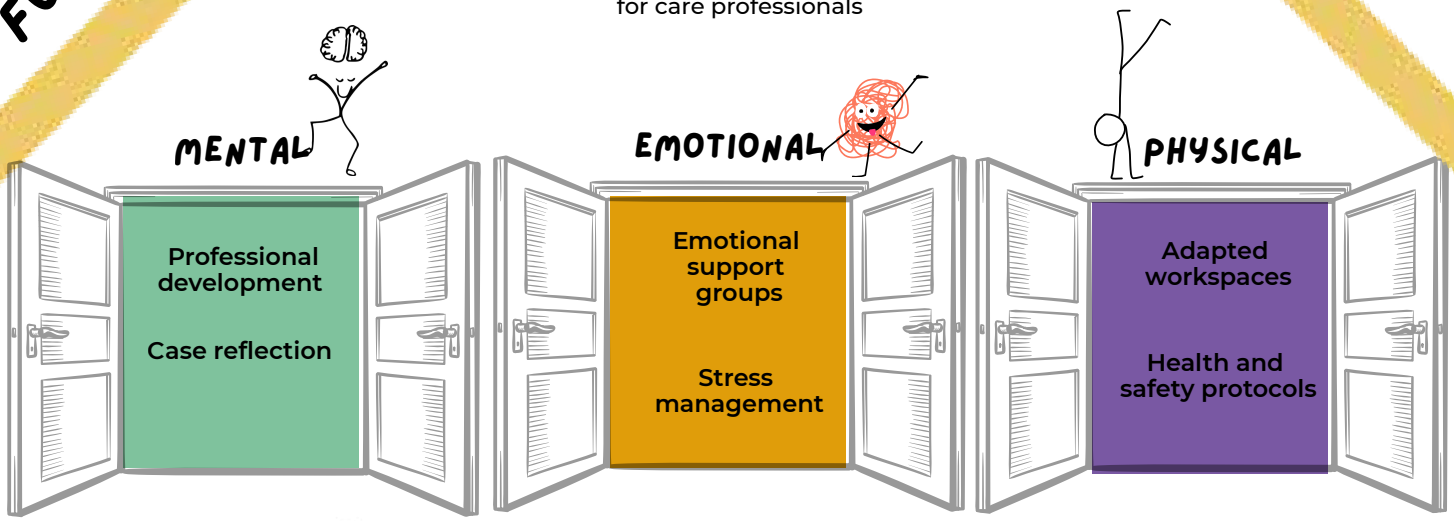
FUNDACIÓN AMPANS

SPAIN



Care professionals and support staff

Fundación Ampans provides disability services while embedding emotional sustainability practices for care professionals





CATEGORY

Individual

Emotional awareness and resilience skills



Organizational

Structured wellbeing policies for staff

Environmental

Supportive care settings



GOOD PRACTICES

Mandatory supervision

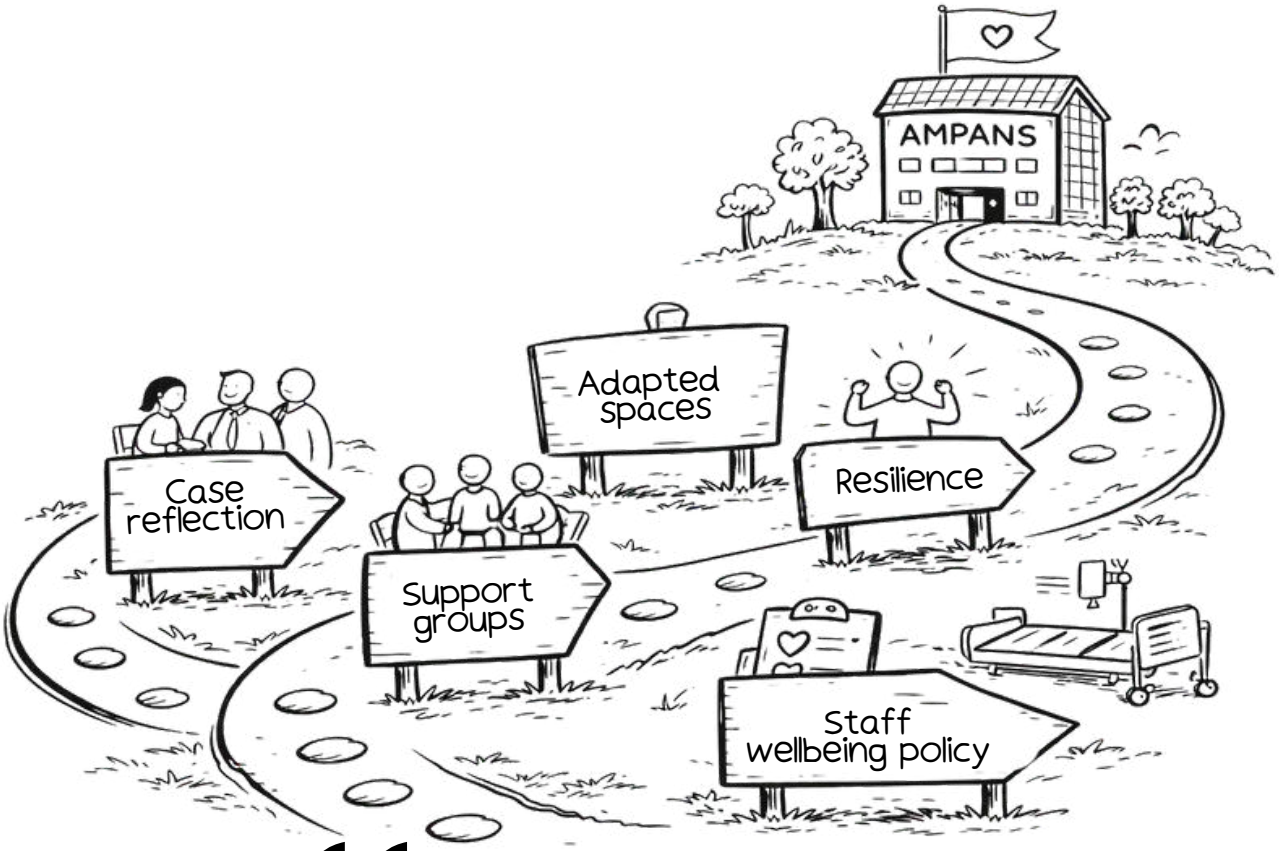
Preventing emotional overload

Wellbeing routines

Small daily practices embedded in work

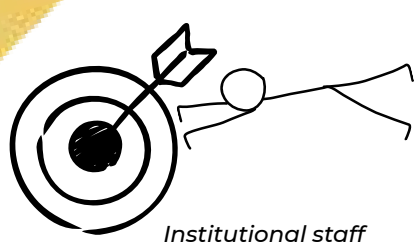
Staff-first approach

Care for carers as institutional value



> PROFESSIONAL CARE INCLUDES CARING FOR THE PROFESSIONALS.

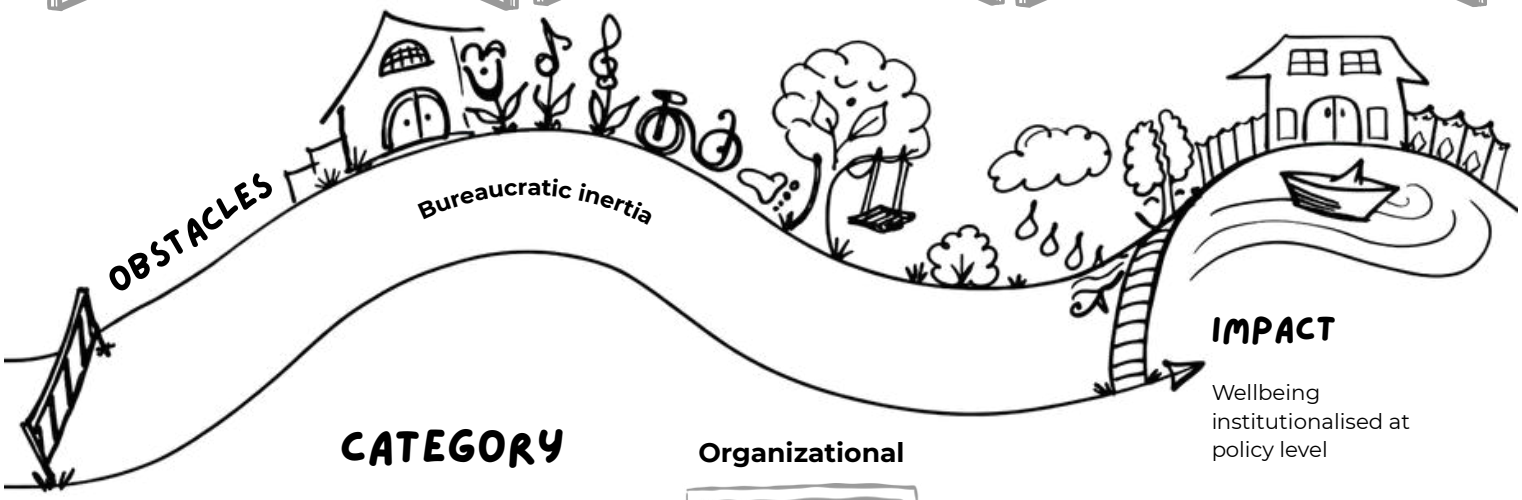
COUNCIL OF EUROPE - WELLBEING PROGRAMME INTERNATIONAL



Institutional staff

The programme supports staff wellbeing through institutional policies promoting mental health, work-life balance and respectful workplace culture





CATEGORY

Individual



Organizational



Environmental



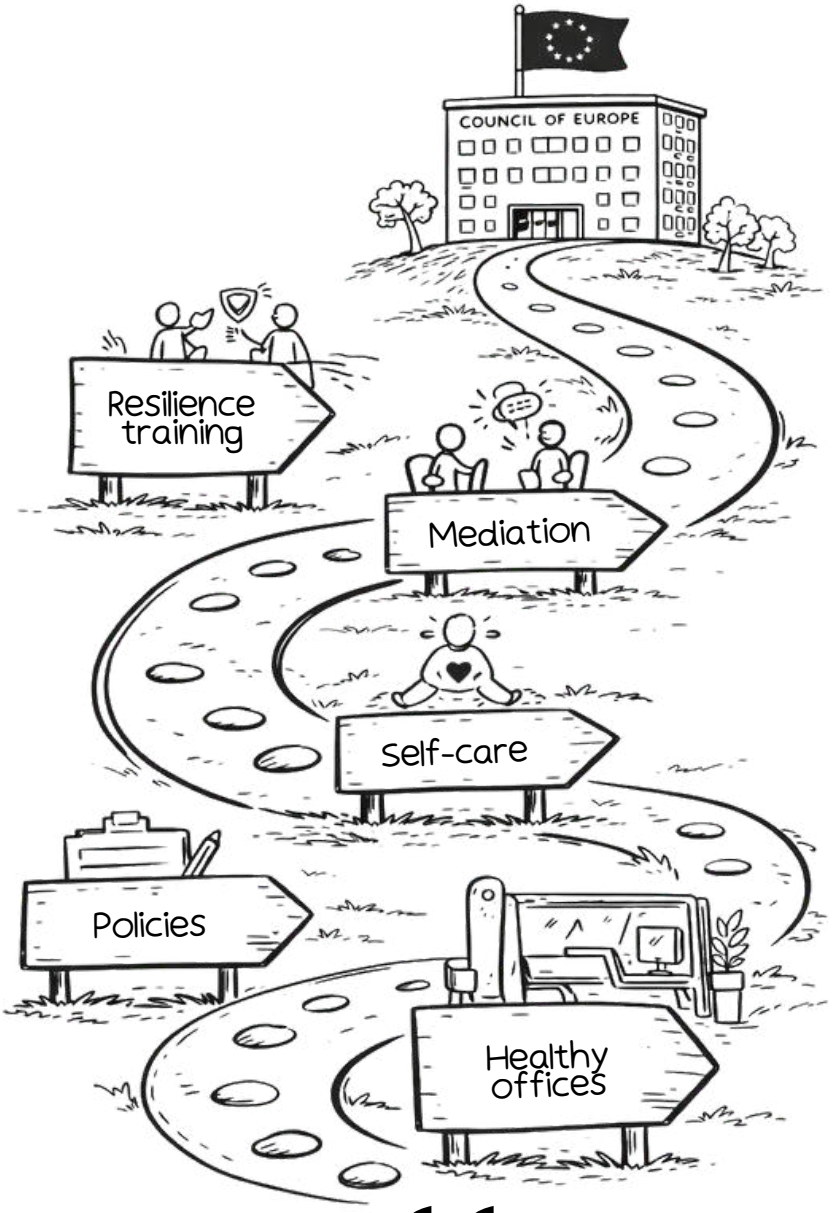
GOOD PRACTICES

Quality standards for youth work

Human-rights-based organisational culture

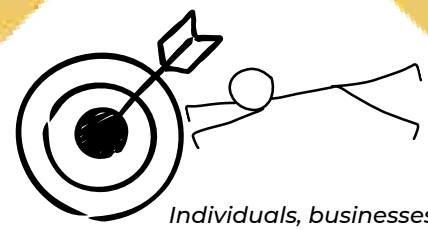
Non-formal learning & reflection spaces





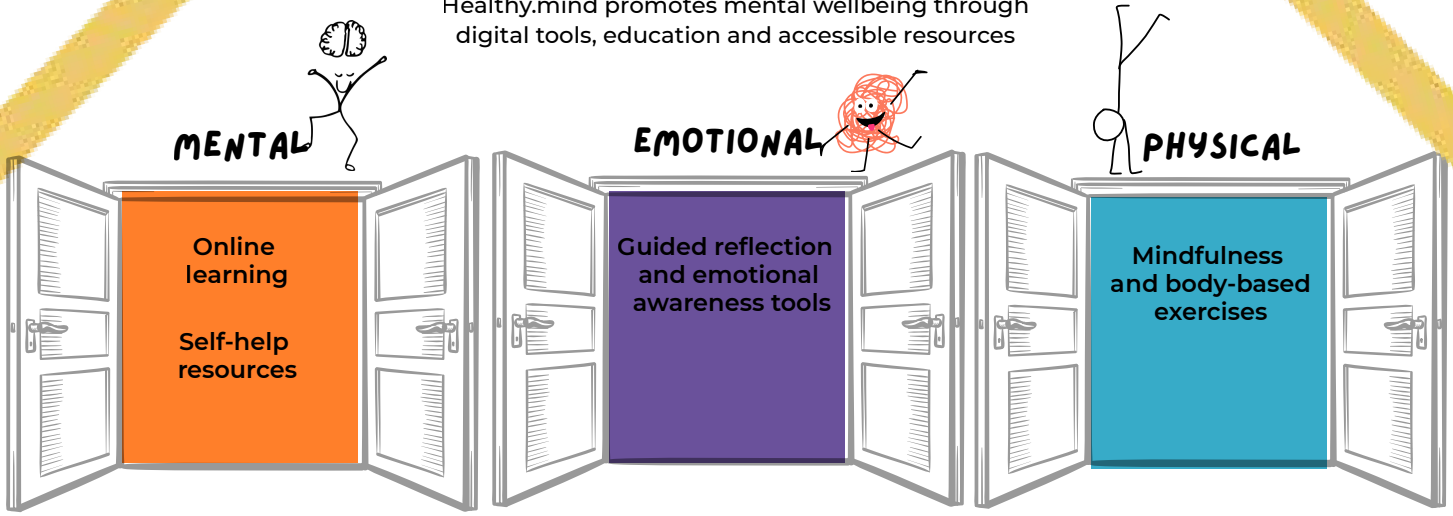
> A CULTURE OF WELLBEING GROWS WHEN SUPPORT IS SYSTEMIC, CONFIDENTIAL, AND ACCESSIBLE TO ALL.

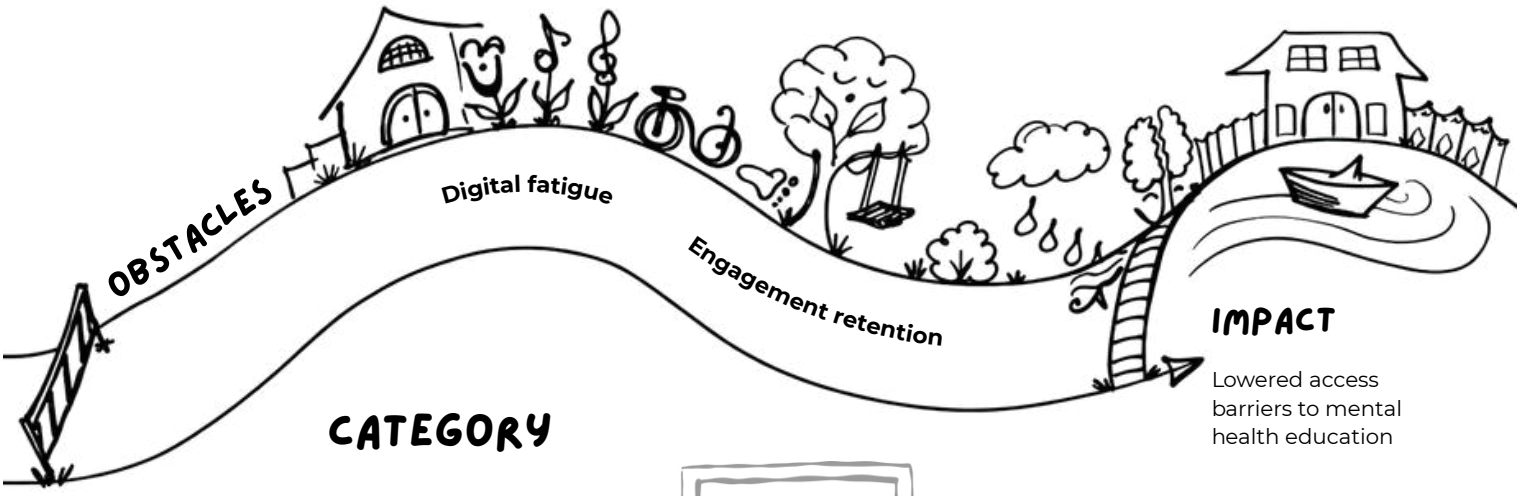
HEALTHY.MIND UKRAINE



Individuals, businesses/HR, foundations/NGOs (program participants in Ukraine amid war stress)

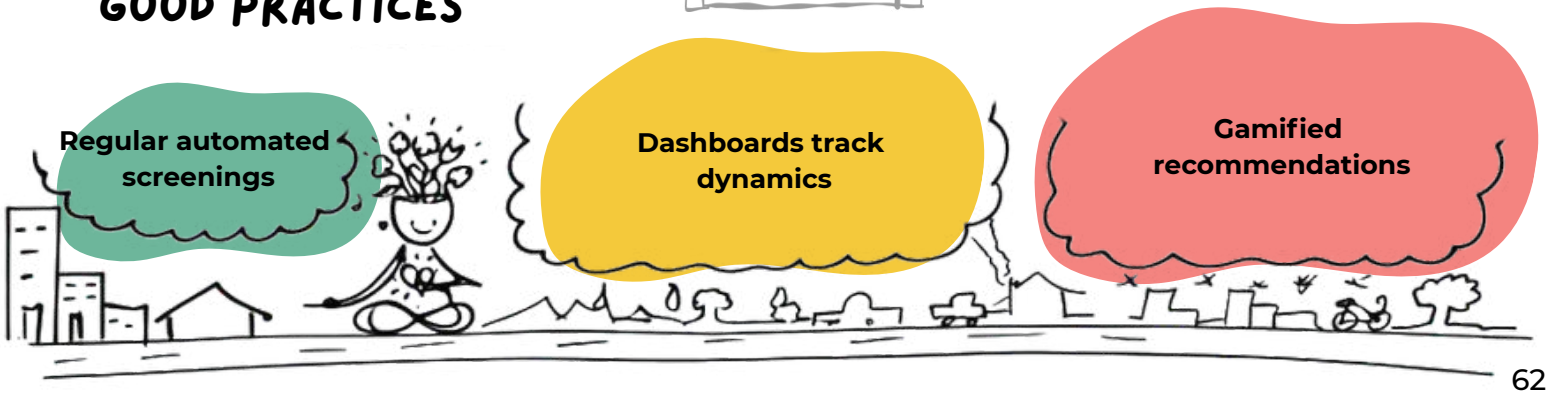
Healthy.mind promotes mental wellbeing through digital tools, education and accessible resources

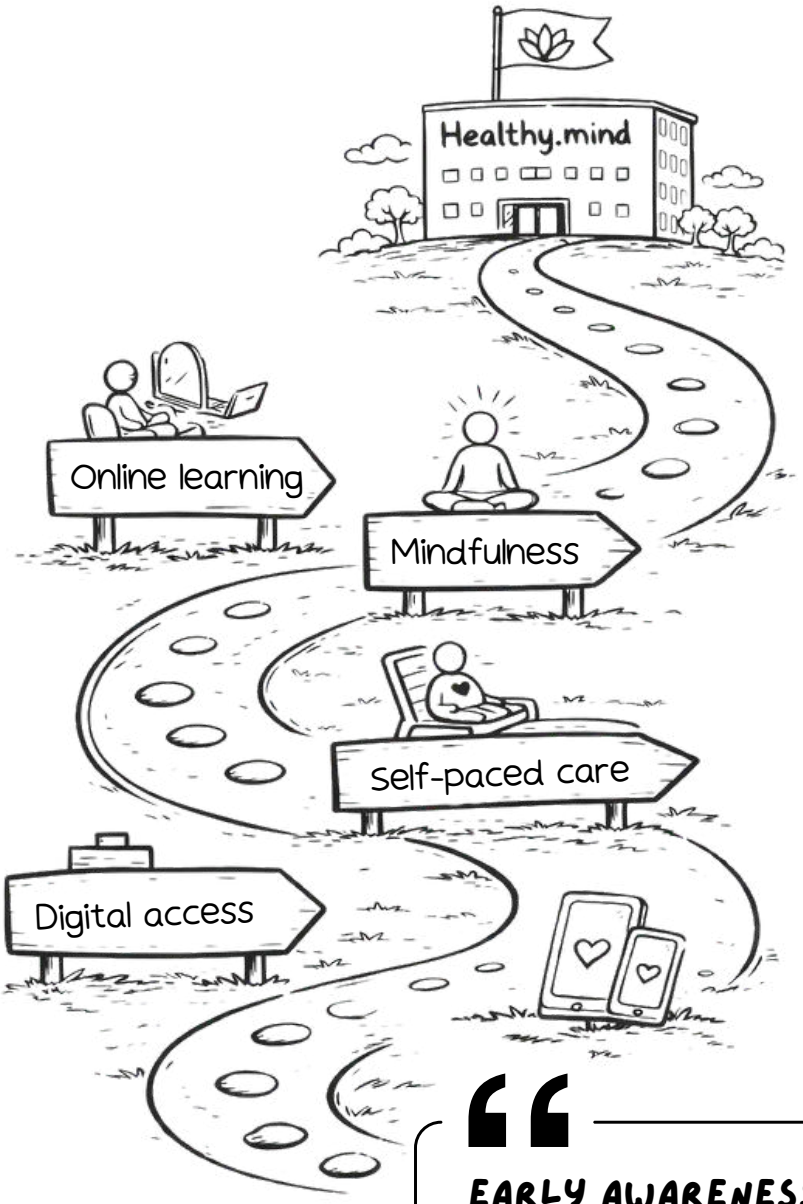






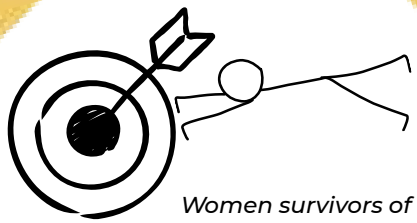
GOOD PRACTICES





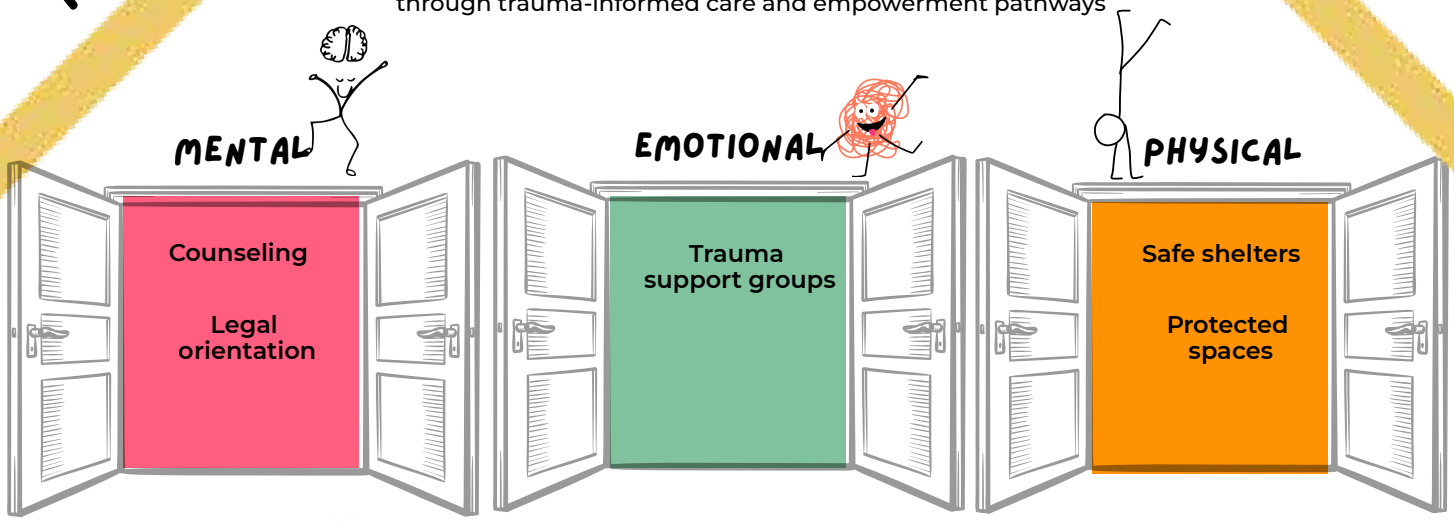
> EARLY AWARENESS BUILDS RESILIENCE. MENTAL HEALTH CAN BEGIN WITH A SIMPLE EIGHT MINUTE CHECK IN.

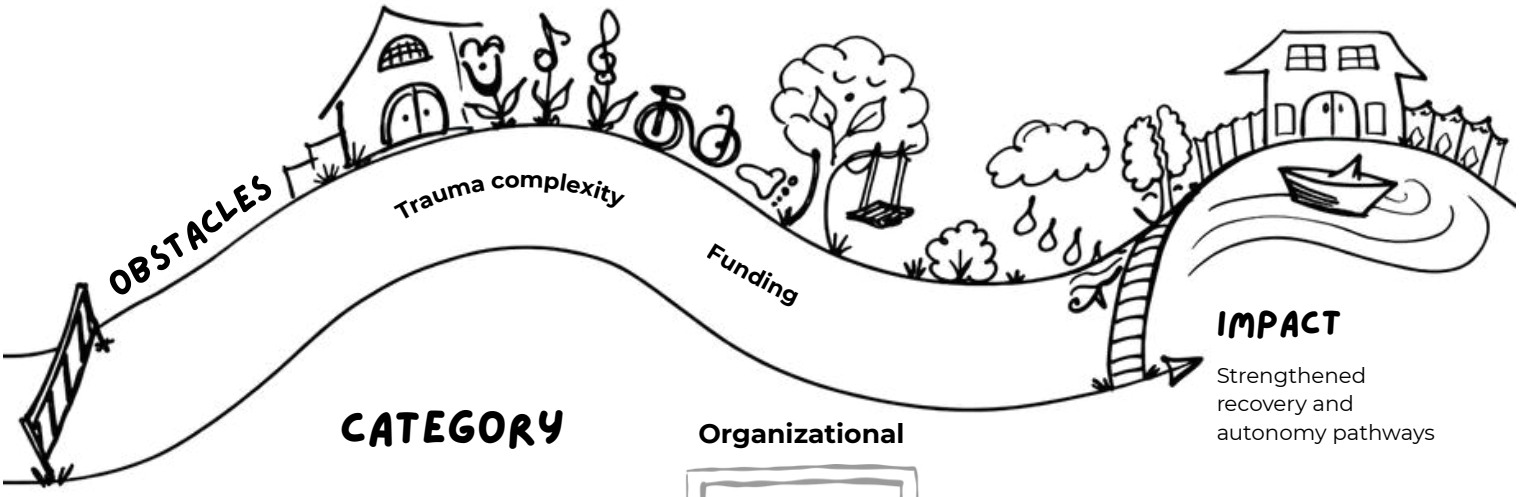
MARIPOSA ODV
ITALY



Women survivors of violence

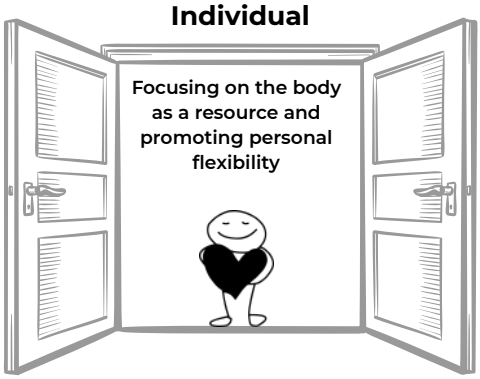
Mariposa ODV supports women survivors of violence through trauma-informed care and empowerment pathways





CATEGORY

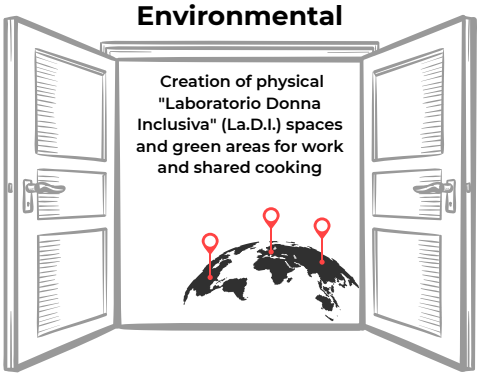
Individual



Organizational



Environmental



GOOD PRACTICES

Dedicated wellbeing spaces and support points

The organisation provides places and contacts for rest, emotional support, and recovery

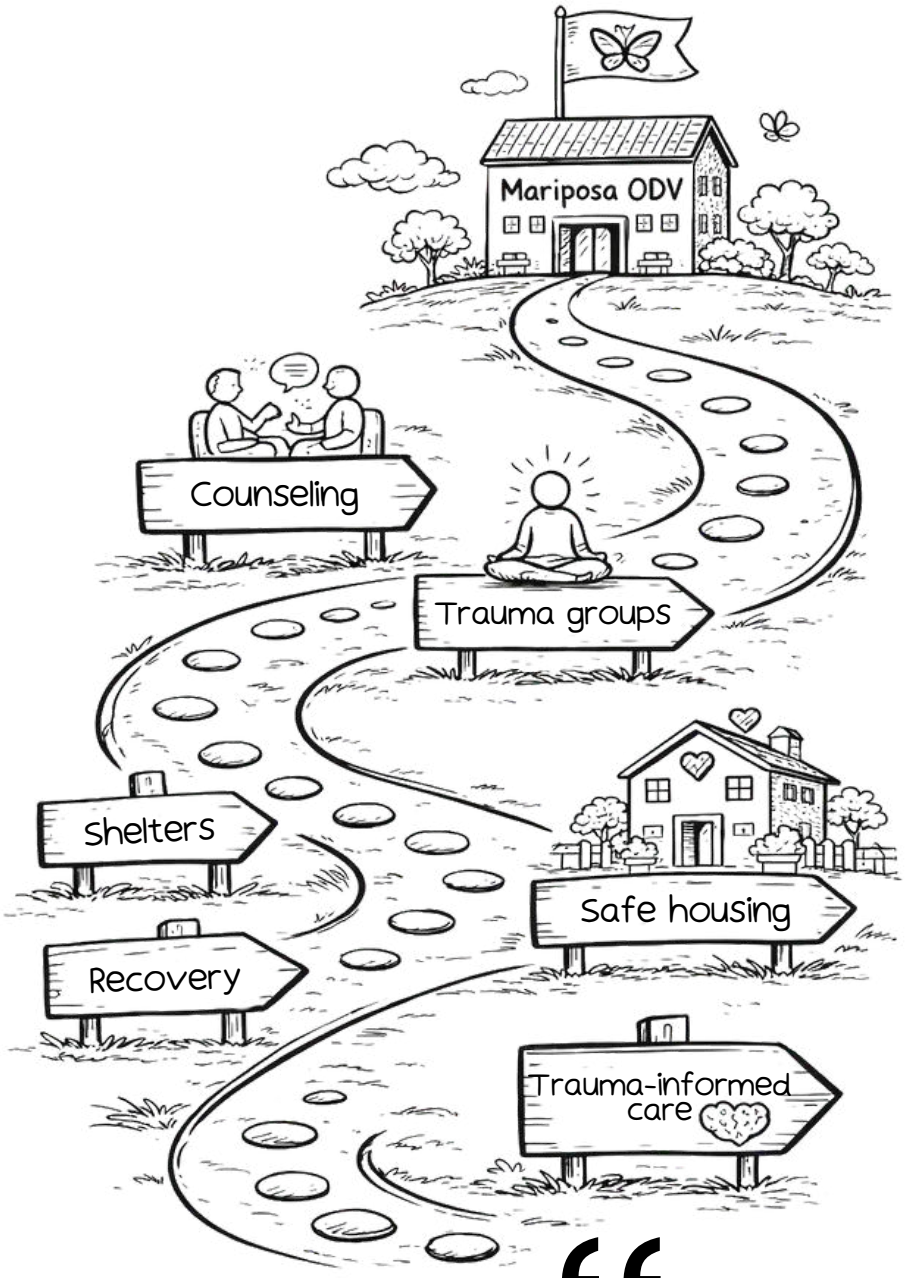
A culture of open and judgement-free communication

Staff can speak openly about stress or fatigue without judgement

Respect for personal limits and work-life balance

Employees are encouraged to take breaks, slow down, and manage their workload when needed

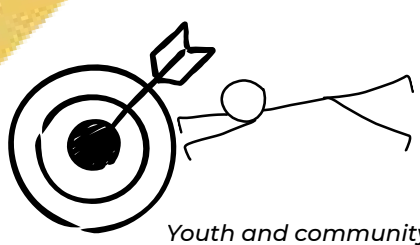




> COMMUNITY HEALING BEGINS WHEN VULNERABILITY IS MET WITH DIGNITY AND PRESENCE.

ZEROIDEE APS

ITALY



Youth and community members

Zeroidee APS promotes wellbeing through creativity, community engagement and social innovation

MENTAL

Creative workshops

Problem-solving labs

EMOTIONAL

Group expression

Storytelling

PHYSICAL

Participatory events and spaces

OBSTACLES

Work-life balance

Challenges in internal communication

Structured leadership support

IMPACT

Strengthened recovery and autonomy pathways

CATEGORY

Cultural

Redefining industrial and peripheral spaces as territories for cultural production and social inclusion

Mindset

Moving toward a collaborative model where work-life balance and relational health are central to productivity

Environmental

Regenerating 1950s industrial buildings into sustainable creative spaces

GOOD PRACTICES

Regular listening and discussion sessions

Individual and group meetings to monitor stress levels and strengthen team connection

Healthy and well-designed workspaces

Optimised lighting, air quality, and access to green outdoor working areas

Personal wellbeing and training programmes

Tailored programmes that support employees' physical and mental health



> **INNOVATION IN WELLBEING MEANS TURNING IDEAS INTO INCLUSIVE SOCIAL ACTION.**

ENEL GROUP

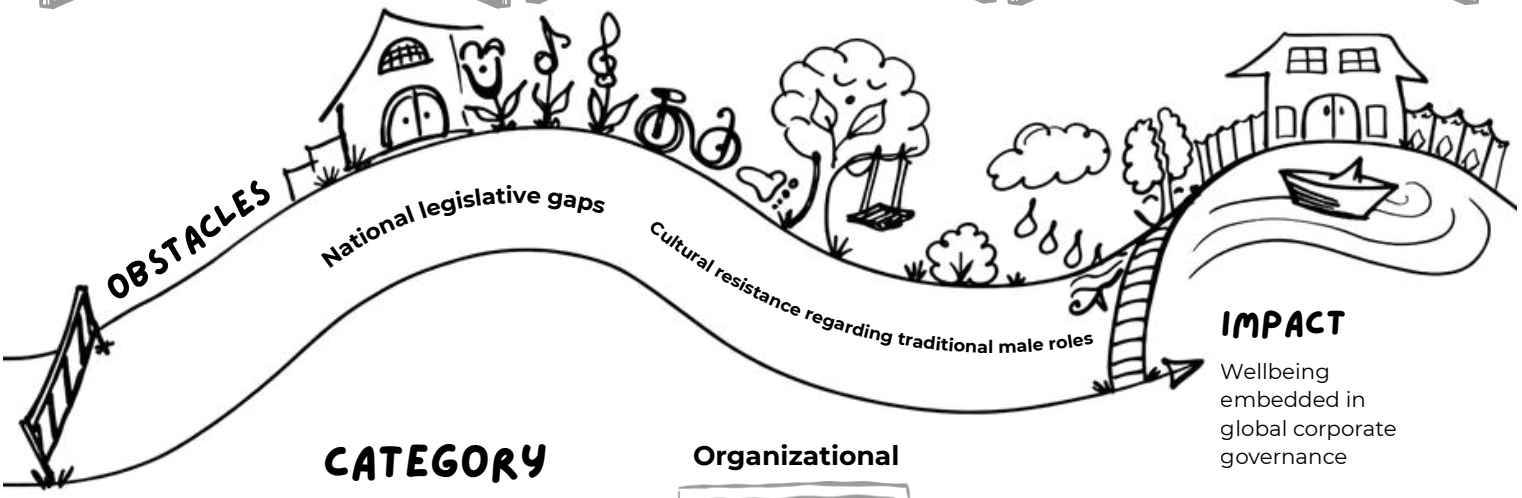
ITALY



Employees in Italy, including caregivers, pregnant women, and same-sex partners

ENEL is a multinational energy company that has institutionalised wellbeing through its "Human Rights Policy" and the motto "Inclusion = Value"





IMPACT

Wellbeing embedded in global corporate governance

CATEGORY

Individual

Support for employees to manage stress, balance and personal wellbeing



Organizational

A people-centred culture based on trust, flexibility and care

Environmental

Healthy, safe and sustainable workplaces supported by digital and wellbeing services



GOOD PRACTICES

Flexible working models

Allow employees to better balance work and personal life

Employee wellbeing and support programmes

Provide psychological, health and wellbeing services for staff

Healthy and sustainable work environments

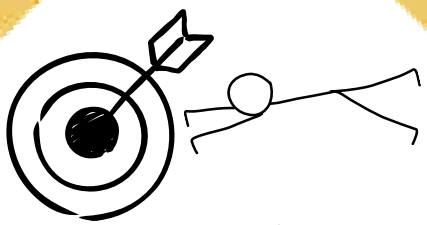
Create safe, ergonomic and eco-friendly workplaces that support physical and mental wellbeing



> ENERGY IS NOT ONLY WHAT WE PRODUCE. IT IS ALSO WHAT WE PRESERVE IN PEOPLE.

SWISSCOM DEVOPS CENTER LATVIA

LATVIA



IT professionals and DevOps teams

Swisscom DevOps Center Latvia promotes employee wellbeing by combining agile work culture, autonomy and psychological safety in high-performance IT teams.

MENTAL

- Continuous learning
- Autonomy in task planning
- Feedback sessions

EMOTIONAL

- Psychological safety practices
- Regular one-to-one check-ins
- Team building events and rituals

PHYSICAL

- Flexible working hours
- Remote work options
- Ergonomic workplaces

OBSTACLES

Fast-paced workload

Risk of burnout in peak periods

IMPACT

Reduced stress and increased engagement in a high-pressure tech environment

CATEGORY

Individual

Employees manage workload and learning paths autonomously

Organizational

Growth mindset and feedback culture

Environmental

Adapted workspaces and recreation space, including meditation room

GOOD PRACTICES

Psychological safety rituals

Open discussion of failures without fear

Autonomy-first culture

Trust-based work planning

Learning embedded in work

Time allocated for skills development

> HIGH PERFORMANCE GROWS WHERE TRUST, INNOVATION, AND HUMAN WELLBEING MOVE TOGETHER.



NGO RADI VIDI PATS

LATVIA



Young people, youth workers, local communities

Radi Vidi Pats has focused on volunteering, non-formal education, community engagement, and inclusive youth work. Fosters an open, environmentally conscious, and socially involved local community.



MENTAL

- Reflection rituals
- Burnout awareness workshops



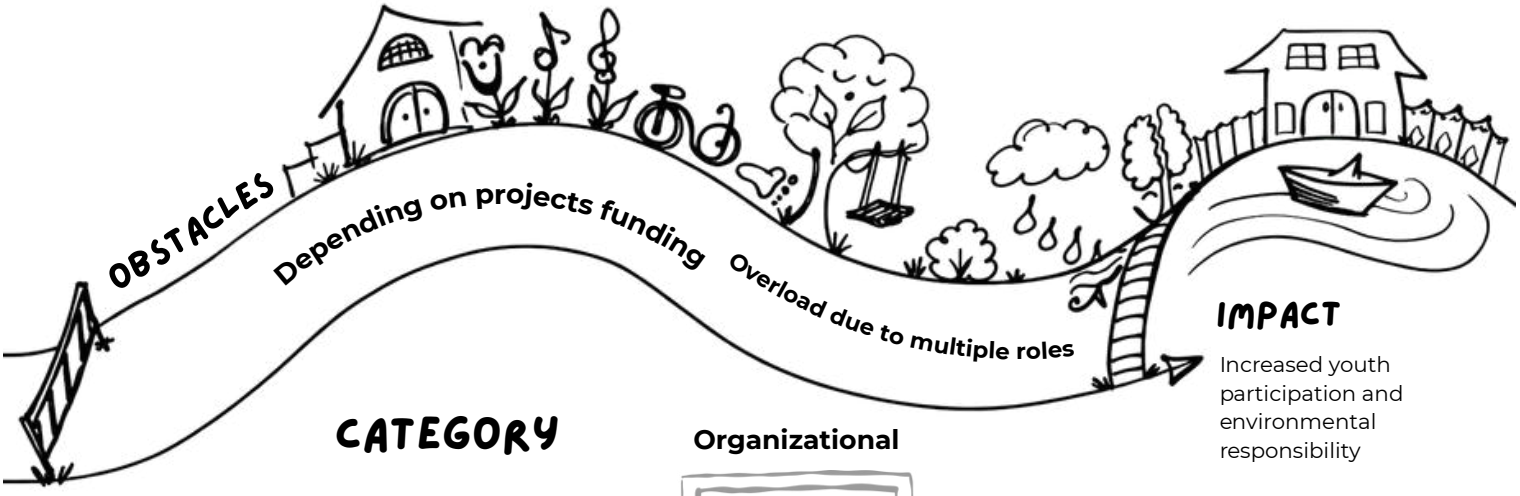
EMOTIONAL

- Inclusive culture
- Regular team check-ins
- Mentoring-style conversations



PHYSICAL

- Community garden work
- Movement-based meetings



OBSTACLES

Depending on projects funding

Overload due to multiple roles

IMPACT

Increased youth participation and environmental responsibility

CATEGORY

Individual

Journaling, eco-centric practices, burnout symptom awareness, and personal boundaries

Organizational

Weekly check-ins, flexible schedules, supportive communication, shared rituals, and community garden traditions

Environmental

Comfortable workspace, access to green spaces, ability to work from anywhere, and a second room for quiet work

GOOD PRACTICES

Community garden

As a grounding and bonding space

Education as a tool for wellbeing

For increasing awareness

Rituals and traditions

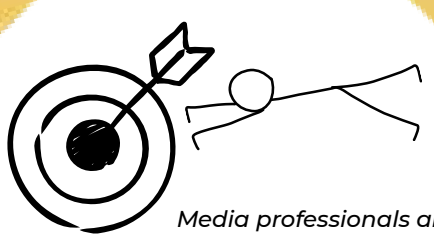
Maintain team cohesion

> WELLBEING BECOMES CULTURE WHEN CARE, SUSTAINABILITY, AND COMMUNITY ARE PRACTICED EVERY DAY.



TV3 GROUP LATVIA

LATVIA



Media professionals and staff

TV3 Group Latvia promotes employee wellbeing by addressing mental health, stress and work-life balance in a fast-paced media environment

MENTAL

Mental health awareness events

Management training

EMOTIONAL

Access to psychological counseling

Supportive leadership culture

PHYSICAL

Support for sport activities

Showers and sleep room

Healthy workplace initiatives

OBSTACLES

High workload

Tight deadlines

IMPACT

Reduced stigma around mental health in the media sector

CATEGORY

Individual

Health insurance including therapy and physiotherapy

Organizational

Wellbeing embedded in company strategy

Environmental

Supportive and well-equipped work environment

GOOD PRACTICES

Leadership

Seen as a key wellbeing factor

Wellbeing - key priority

Treated as a strategic priority, not a campaign

Mental health days

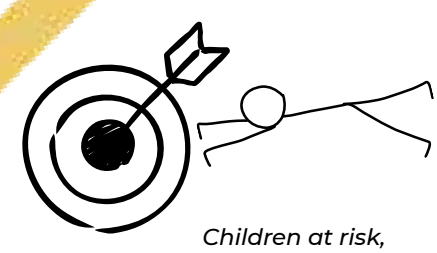
Education and support for understanding

> IN HIGH PRESSURE ENVIRONMENTS, MENTAL HEALTH IS NOT A LUXURY. IT IS A PROFESSIONAL NECESSITY.



SOS CHILDREN'S VILLAGES LATVIA

LATVIA



Children at risk, caregivers, social workers

SOS Children's Villages Latvia supports vulnerable children while prioritising the emotional wellbeing of caregivers and social workers

MENTAL

Professional training

Individual therapy support

EMOTIONAL

Supervision

Trust-based culture

Reflective leadership practice

PHYSICAL

Ergonomic workspaces

Health insurance, health checks

OBSTACLES

Emotional intensity

Limited financial resources

IMPACT

Improved care quality and reduced caregiver burnout

CATEGORY

Individual

Individual therapy sessions for family support specialists

Organizational

Regular supervision and co-vision for employees

Environmental

Comfortable, ergonomic workspaces, separate offices instead of open-spaces

GOOD PRACTICES

Supervision

Embedded as a norm, not an exception

Summer schools

Designed to include learning, connection, and joy

Individual solutions

For specific health or work environment needs

SUSTAINABLE CARE FOR CHILDREN BEGINS WITH SUSTAINABLE CARE FOR THOSE WHO SUPPORT THEM.



LATVENERGO

LATVIA

MORE ABOUT CASE STUDIES X 4 COUNTRIES: ALL IN ONE



Employees across operational and administrative roles

Latvenergo pays attention to employees' financial wellbeing, work environment, work capacity and health, social and emotional wellbeing, as well as the promotion of rest and physical activity, meaningful work, and recognition of it.



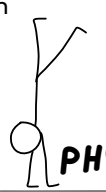
MENTAL

- **Burnout risk monitoring**
- **Learning opportunities & support**
- **Workload optimisation**



EMOTIONAL

- **Meaningful work and its recognition**
- **Internal climate monitoring**
- **Employee initiatives**



PHYSICAL

- **Flexible work models**
- **Health insurance**
- **Physical activity promotion**

OBSTACLES

Employees do not always fully recognize wellbeing benefits

Organisational changes

IMPACT

Thanks to the measures implemented by the company, staff turnover is minimal.

CATEGORY

Individual

Mindset & personal wellbeing



Organizational



Wellbeing embedded in organisational culture and HR systems

Environmental

Physical work environmrnt & resources



GOOD PRACTICES

Idea Bank

Initiatives at both team and organisational level

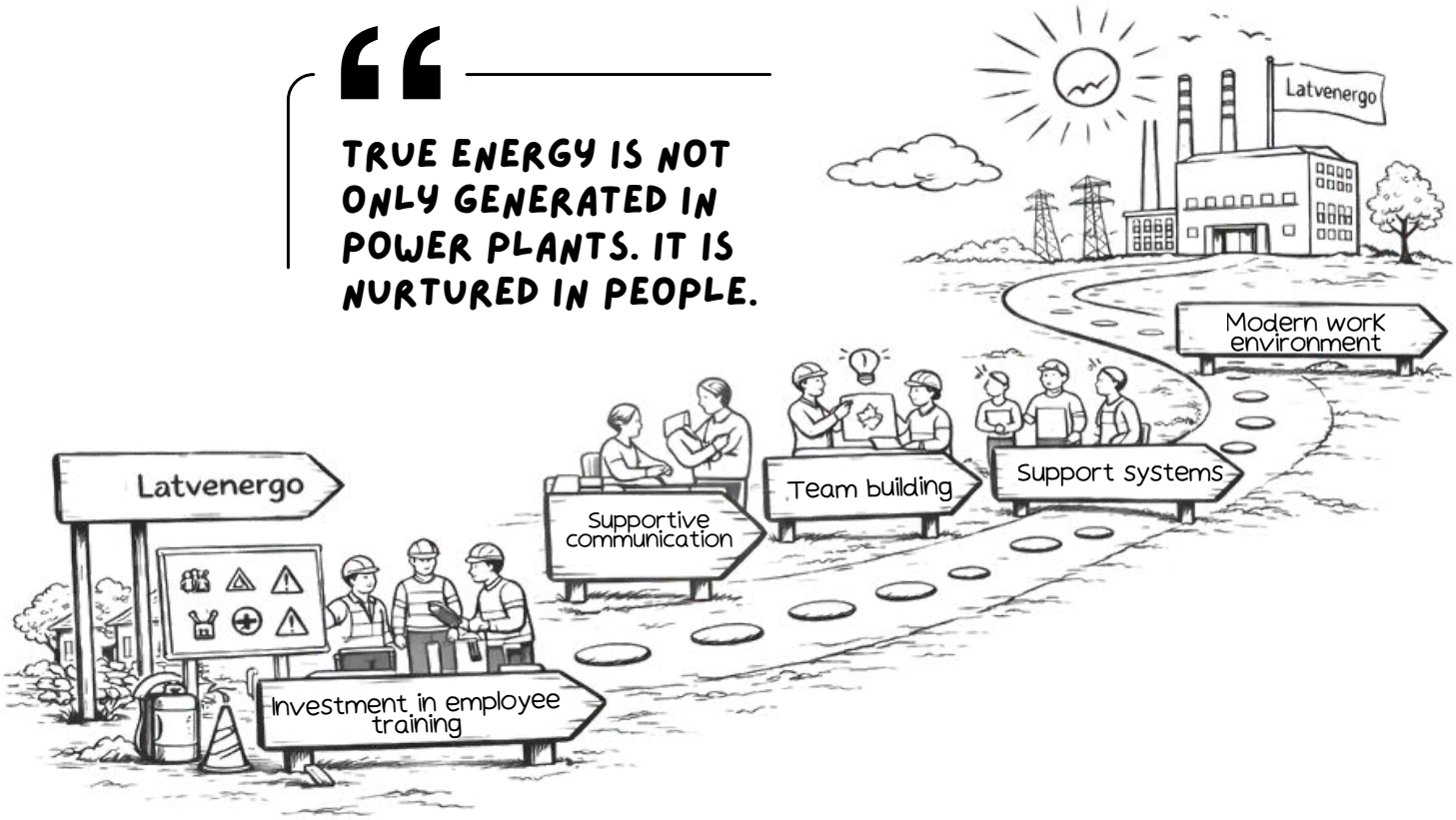
Internal role testing

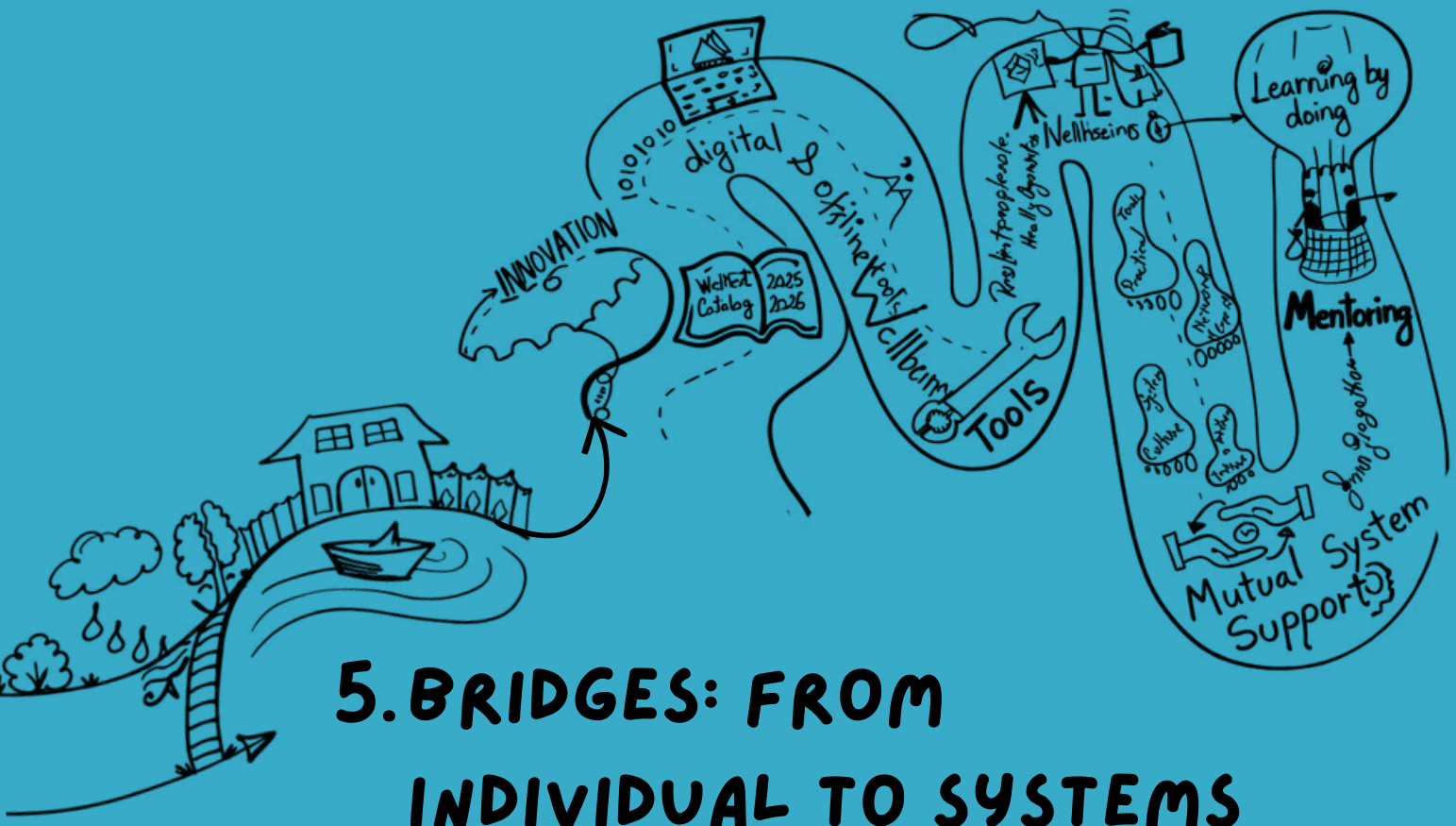
Employees are given the opportunity to apply for and explore other positions within the company.

Flexible team building budgets

Managers and teams make joint decisions about team events.

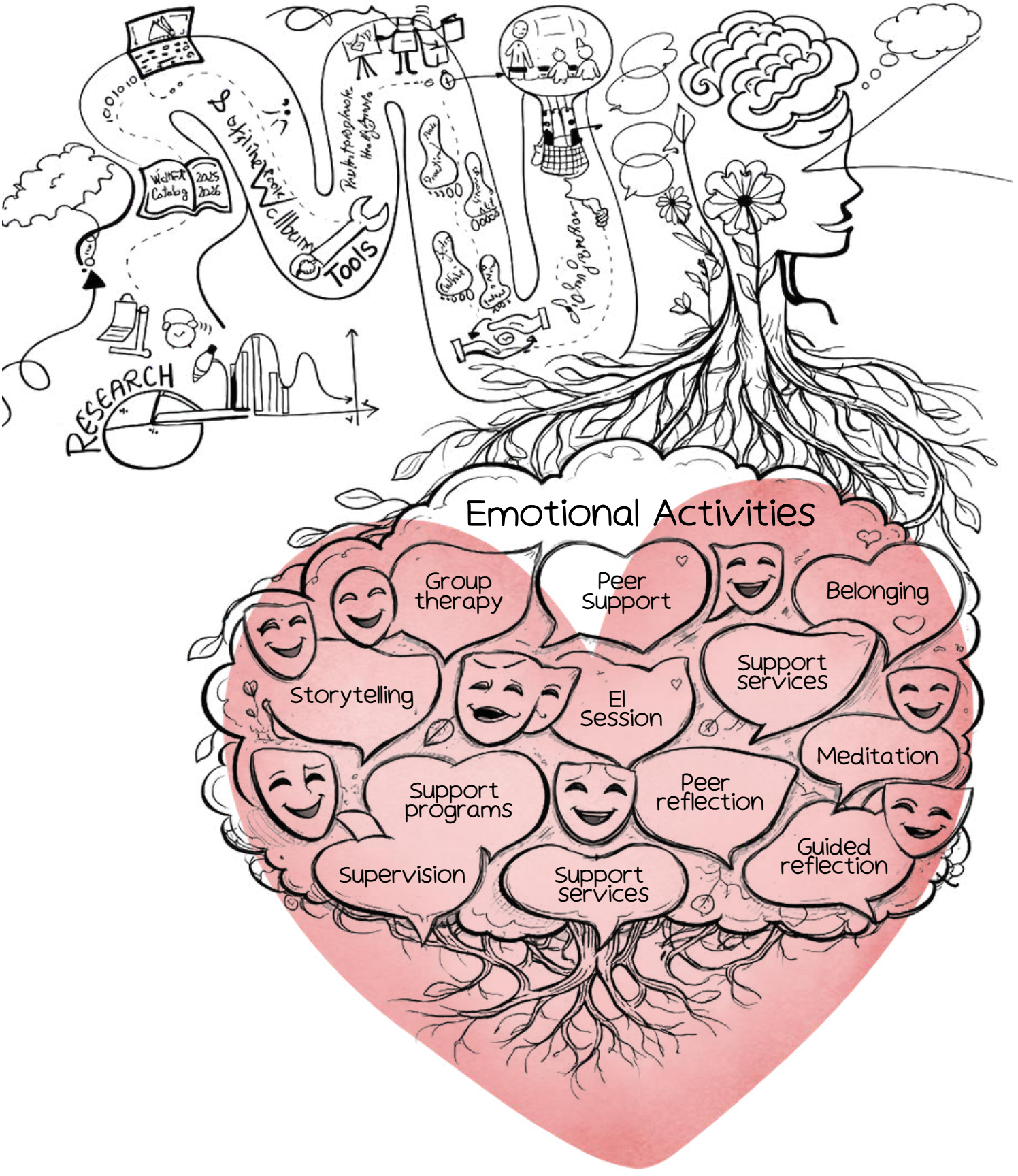
> TRUE ENERGY IS NOT ONLY GENERATED IN POWER PLANTS. IT IS NURTURED IN PEOPLE.

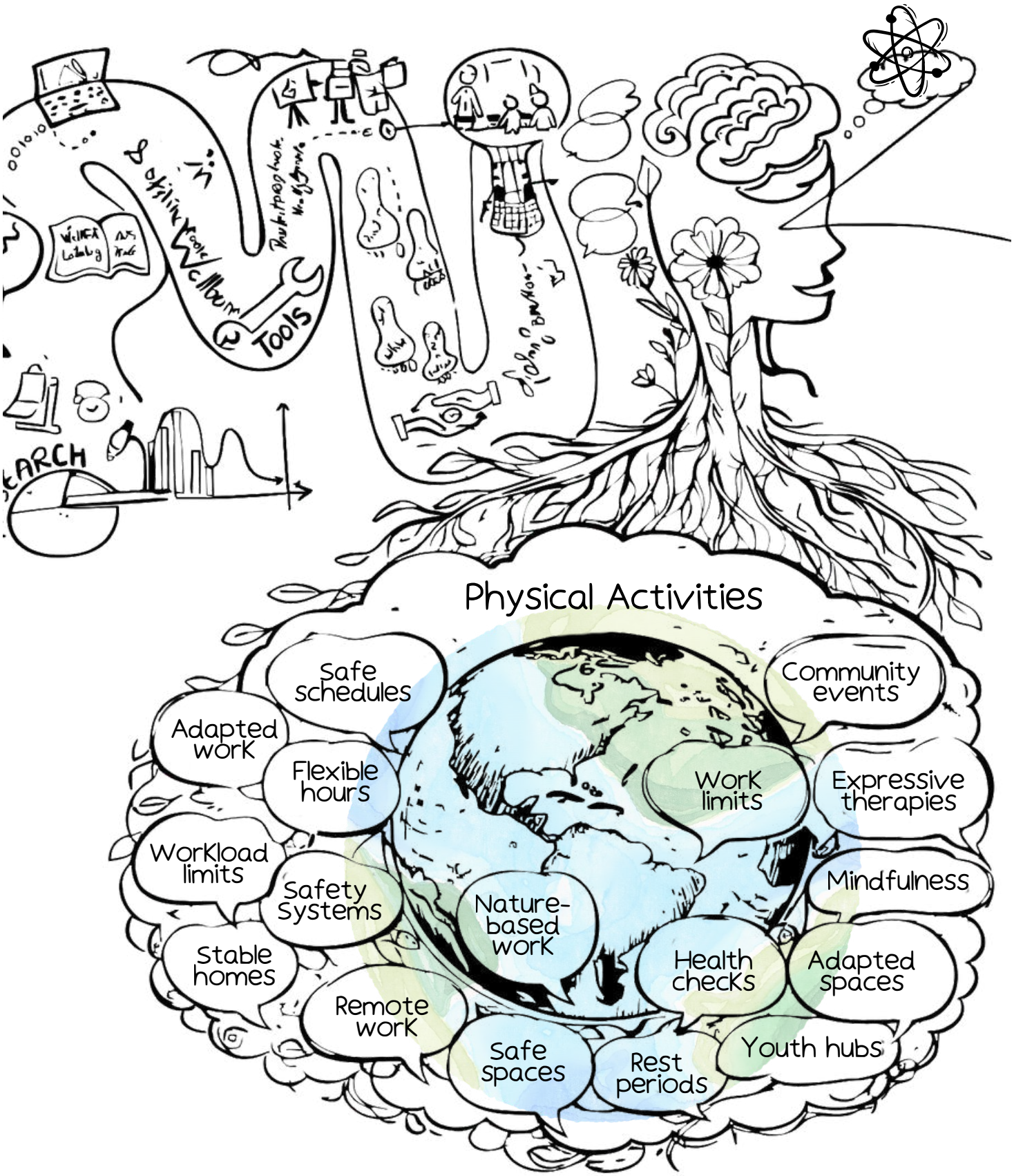


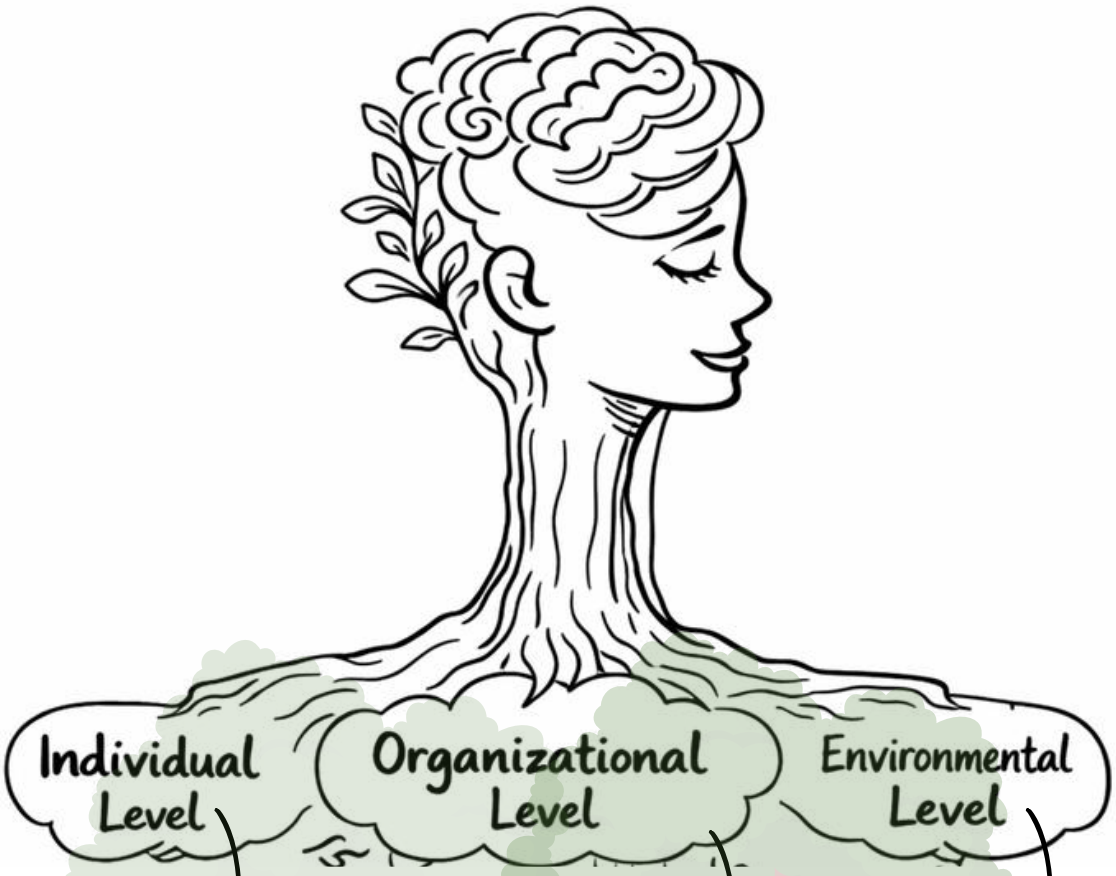


5. BRIDGES: FROM INDIVIDUAL TO SYSTEMS


Mental Activities
Resilience training
Non-formal learning
Stress training
Case reflection
Mentoring
Online learning
Leadership learning
Psych education
Counseling
Creative labs
Safety training
Therapy
Non-formal ed
Learning culture
Care training
Stress training
LISTEN LEARN
ANALYZE
DESIGN
INSPIRE


RESEARCH
Tools
Emotional Activities
Group therapy
Peer Support
Belonging
Storytelling
EI Session
Support services
Meditation
Support programs
Peer reflection
Supervision
Support services
Guided reflection


Tools
EARCH
Physical Activities
Safe schedules
Adapted work
Flexible hours
Workload limits
Safety Systems
Stable homes
Remote work
Safe spaces
Rest periods
Youth hubs
Adapted spaces
Health checks
Mindfulness
Expressive therapies
Work limits
Community events
Nature-based work

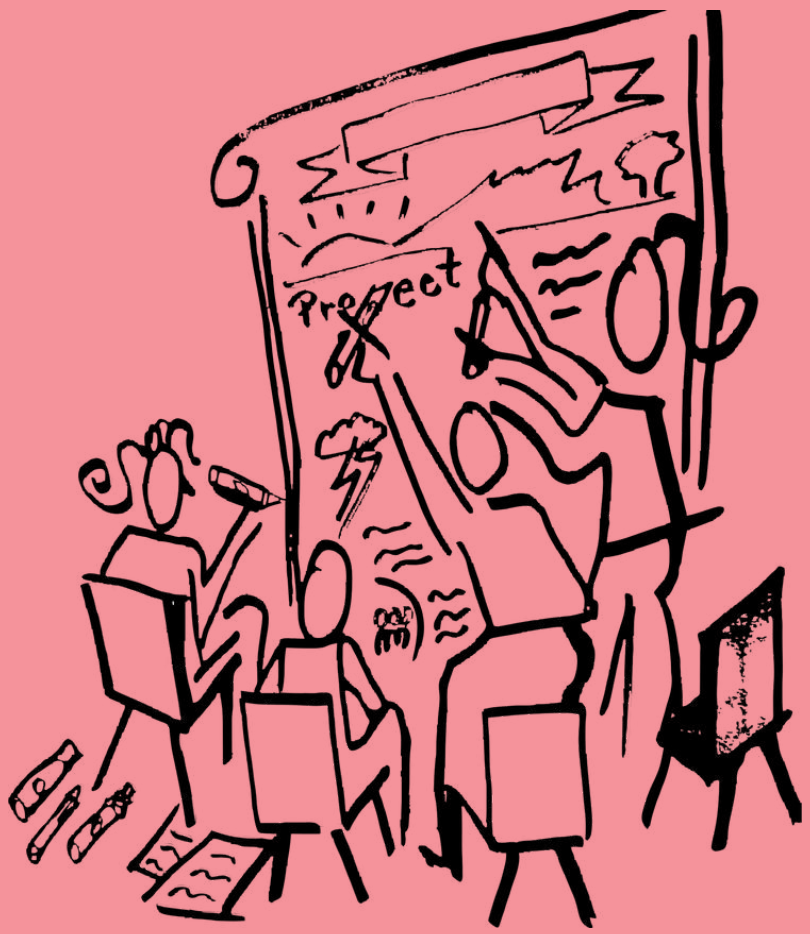


Individual Level	Organizational Level	Environmental Level
Recovery	Trauma-informed care	Safe housing
Creative confidence	Innovation lab	Community spaces
Autonomy	Agile leadership	Digital workplace
Self-esteem	Youth-led org	Safe spaces
Coping skills	HR wellbeing	Supportive offices
Resilience	Staff support	Stable homes
Awareness	Safety culture	Industrial safety
Self-care	Policies	Healthy offices
Self-paced care	Governance	Digital access
Health awareness	WellNext	Safe workplaces

MORE ABOUT BEST PRACTICES
X 4 COUNTRIES: ALL IN ONE



6. INNOVATIVE SOLUTIONS



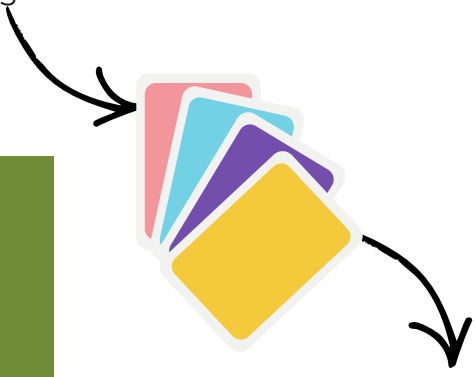
INNOVATIVE SOLUTIONS

WELLBEING PRACTICE CARDS

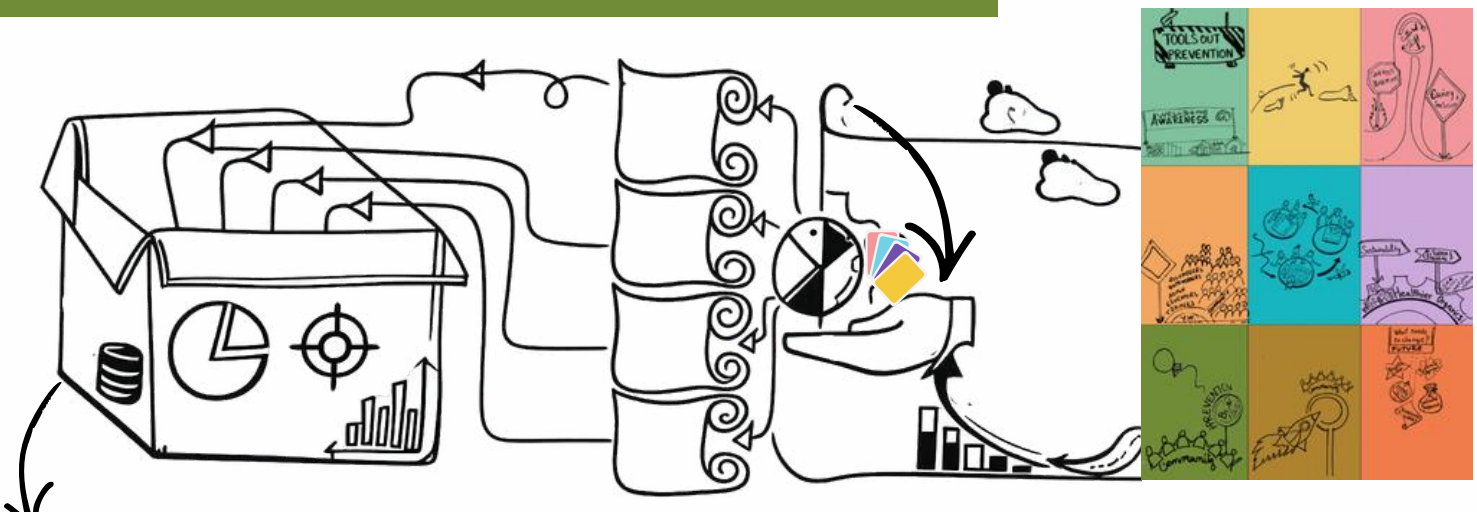
These cards were created to turn ideas into action. Each one represents a real wellbeing practice already used by organizations across Europe — small habits, structural changes, or cultural shifts that help people feel safer, more balanced, and more supported at work.

You can use these cards as **inspiration, reflection tools, or conversation starters** inside your team. Spread them on a table during a meeting and invite colleagues to choose one that resonates. Use them in pairs for a "wellbeing speed date," where people exchange experiences around a card. Pick one at the start of the week as a team focus, or at the end of a project as a reflection ritual: Which of these practices do we already live? Which one do we need more of?

There is no right order and no perfect way to begin. Some cards may feel easy and already familiar. Others might feel like a stretch — a gentle invitation toward change. What matters is not doing everything at once, but starting conversations that make wellbeing visible, shared, and possible.



Because building a wellbeing culture doesn't start with big policies.
It starts with small, repeated actions — like the ones in your hands.



WELLBEING SPEED DATE
PICK YOUR PRACTICE
WELLBEING REALITY CHECK
WEEKLY WELLBEING RITUAL
DESIGN YOUR WELLBEING SYSTEM
FROM CARD TO ACTION



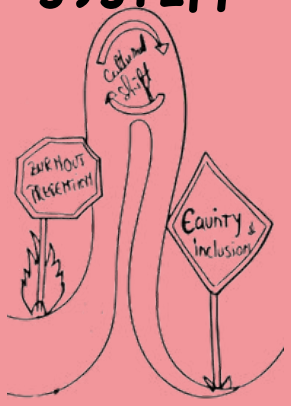
STAFF WELLBEING SKILL WORKSHOPS



FLEXIBLE WORK SCHEDULE OPTIONS



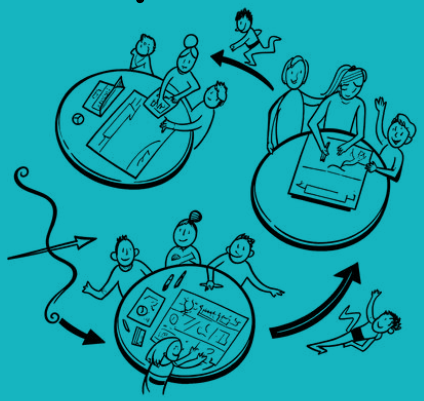
PEER MENTORING SUPPORT SYSTEM



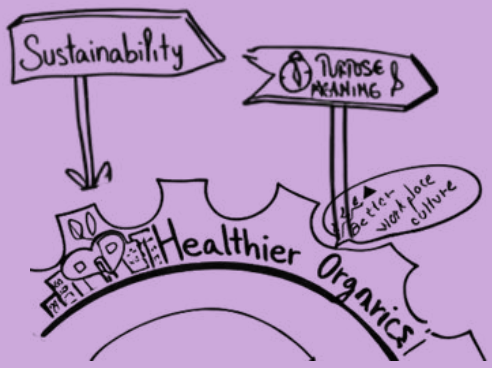
REMOTE AND HYBRID WORK



MORNING TEAM CHECK-IN CIRCLES



MOVEMENT BREAKS DURING WORKDAYS



WEEKLY REFLECTION TEAM MEETINGS



CLEAR ROLES AND RESPONSIBILITIES



REGULAR PROFESSIONAL SUPERVISION





CLEAR INTERNAL COMMUNICATION CHANNELS

BUDDY SYSTEM FOR NEWCOMERS



CONNECTION-FOCUSED TEAM RETREATS





SHORT DAILY GROUNDING PRACTICES

ROTATING ROLES AND TASKS



DIGITAL DETOX WORK HOURS



GROWTH-FOCUSED FEEDBACK CULTURE



OUTDOOR WALKING TEAM MEETINGS



CREATIVE EXPRESSION FOR STAFF



TIME-OFF AFTER OVERTIME



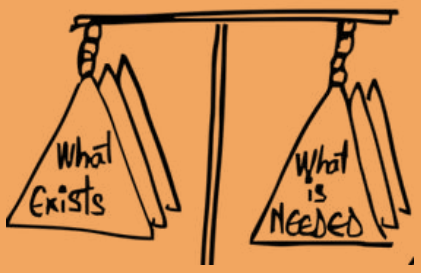


WEEKLY INTERNAL WELLBEING TIPS

SHARED WORKLOAD VISIBILITY CALENDAR



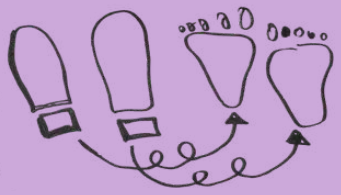
WELLBEING IN ORGANIZATIONAL STRATEGY



OUTDOOR WALKING TEAM MEETINGS

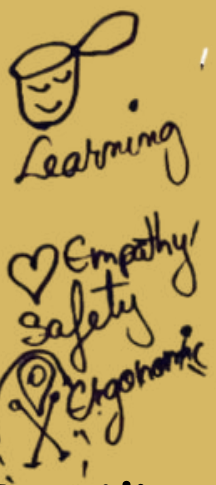


PLAYFUL TEAM-BUILDING GAMES



GUIDED RELAXATION AT WORK



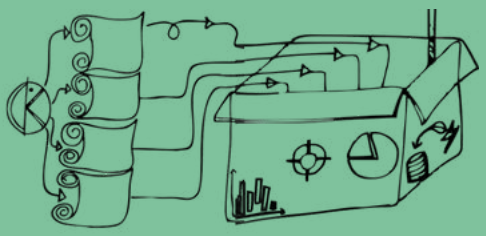


FLEXIBLE TASK REDISTRIBUTION

OPEN BURNOUT AWARENESS TALKS



HEALTHY CONFLICT RESOLUTION METHODS



OPEN-DOOR LEADERSHIP CULTURE



TEAM CELEBRATION RITUALS



NATURE-BASED TEAM EXPERIENCES





SHARED DECISION-MAKING PRACTICES

PROTECTED NO-EMAIL TIME



MENTAL HEALTH AWARENESS SESSIONS





FLEXIBLE PERSONAL LEAVE POLICIES

QUIET REST SPACE AT WORK



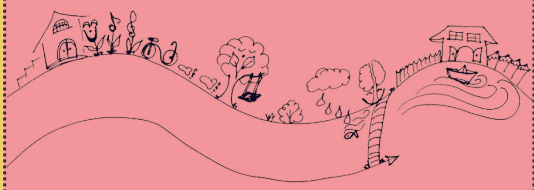
WELLBEING COORDINATOR ROLE



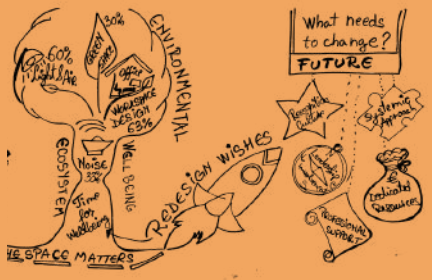


REFLECTION JOURNALS FOR TEAMS

TIME FOR LEARNING AND GROWTH



REST DAYS AFTER INTENSE WORK



SHARED TEAM MEALS



TEAM APPRECIATION BOARD



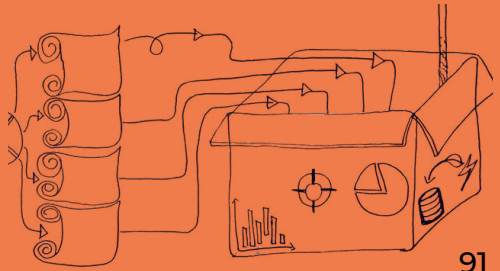
CROSS-TEAM SUPPORT EXCHANGES



SAFE SPACE FOR MISTAKES



EMOTIONAL FIRST AID TOOLS



OVERLOAD CRISIS RESPONSE PLAN



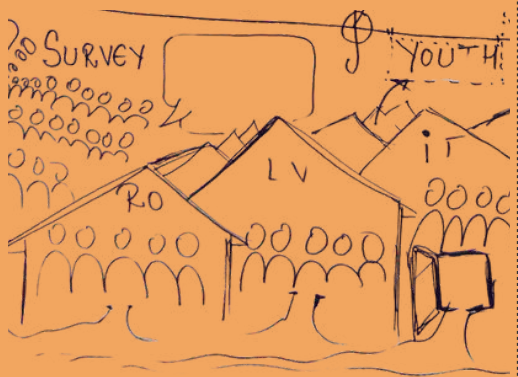
PEER WELLBEING LEARNING CIRCLES



SUPPORT FOR PERSONAL PROJECTS



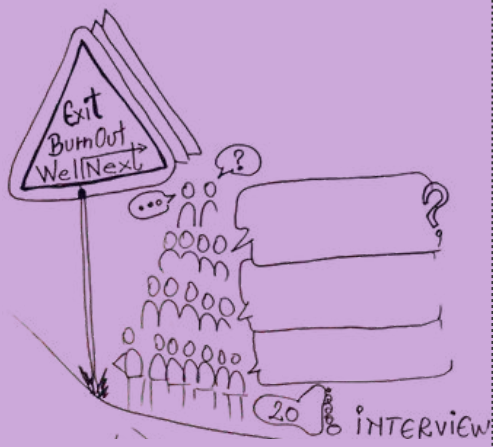
ACTIVE COMMUTING ENCOURAGEMENT



INTER-GENERATIONAL TEAM ACTIVITIES



FLEXIBLE LOW-FATIGUE MEETINGS



GRATITUDE ROUNDS IN MEETINGS



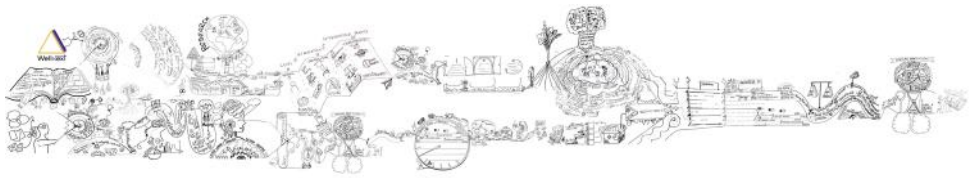
ENCOURAGED FULL VACATION USE



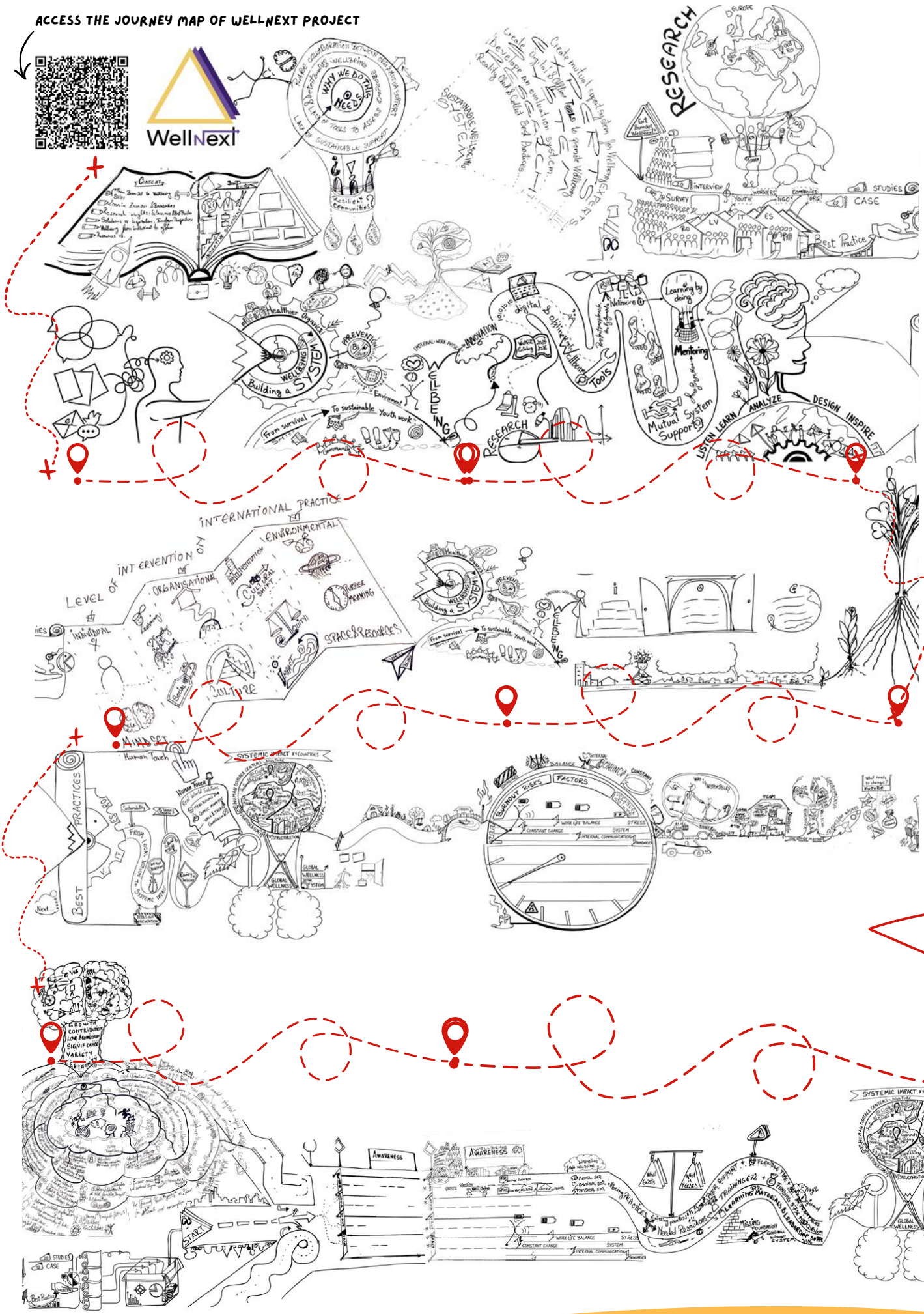
WELCOMING CREATIVE WORKSPACES



MAP 1. WELLBEING JOURNEY ZOOM IN&OUT



ACCESS THE JOURNEY MAP OF WELLNEXT PROJECT



CATALOG DESIGNERS

DIANA VESTINEANU
STELA COTRUTA

NEXT STEPS TO BE WELL





GINTA
LASMA
KRISTINE
DIANA
STELA
VITALII
LORIS
CATI
JORDI

CATALOG EXPERTS

&

COLLECTORS

Nr. 2025-1-LV02-KA220-YOU-000362169



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(Nr. 2025-1-LV02-KA220-YOU-000362169)
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MAP

Agency for International Programs for Youth Republic of Latvia

ASSOCIATION OF EDUCATIONAL GAMES AND METHODS

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point of you

WILD ROUTES

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SCAN QR CODE

ALL IN ONE