

Track 2

Our track two workshops offer a deeper understanding of mental wellbeing and focus on more specific mental-health-related topics. They also provide a more advanced toolbox to address stress and burnout and build resilience.

1 Stress management

Stress is beneficial in certain quantities, situations and contexts. The problem starts when employees cannot switch stress off. Either they cannot unplug from the elevated pressure they rely on to accomplish tasks and meet everyday challenges, or stress overtakes them in the moment. The focus of this workshop is to address the specific stressors of Millennials and Gen Z and provide micro-resilience tools to manage stress.

Learning Outcomes Include:

- Understand Millennial and Gen Z specific stressors
- Understand the subjective nature of stress and the three fundamental changes that happen to people during stress
- Better anticipate the physical and emotional stressors in life
- Use real-time tools (breath, vision, posture, movement etc.) to decrease unwanted, momentary stress

2 Burnout Prevention

The COVID-19 pandemic has accelerated and intensified long-standing corporate challenges to employee wellbeing and mental health. According to McKinsey, employees report high rates of burnout and distress symptoms, despite an organisational commitment to mental health and wellbeing as a priority (May, 2022). The focus of this workshop is to address the personal and corporate dimensions of burnout Millennial and Gen Z employees may encounter.

Learning Outcomes Include:

- Understand the characteristic signs of burnout, common burnout symptoms, and the three prototypical burnout pathways
- Address personal factors of burnout; dealing with complex thoughts and emotions, increasing physical resilience
- Address corporate factors of burnout (lack of control, unclear job expectations, dysfunctional workplace dynamics and practices, lack of social support, lack of work-life balance)

3 Building resilience

Resilience is the capacity to prepare for, recover from and adapt in the face of stress, challenge or adversity. The focus of this workshop is to help participants build emotional, mental and physical resilience.

Learning Outcomes Include:

- Understand what the inner battery is and how to manage energy throughout the day
- Recognise what common maladaptive coping strategies are
- Use simple and effective tools to build mental, emotional, physical and social resilience