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Duration of the workshop:

3 hours and 15 min (195 minutes), including 2 x 10 min breaks

1. Short description:

During the workshop, participants learn how noticing everyday positive events helps to improve the mental strength of the individual.

They write down a work-related goal that is important to them and analyse it in terms of factors they can control and do not control in achieving this goal. In the theoretical part, they find out what job burnout is and how to prevent it by focusing on the things/actions we have an impact on.

2. Workshop goal

- prevention of burnout
- reflection on individual behavioural action strategies
- community building



3. Workshop target group

12-15 participants: educators, activists, NGO workers

4. Workshop agenda

	Time	Goal	Description of the activity (detailed description of the exercises)
1.	Introduction 10 minutes	Getting to know each other	Intro about the Burnout Aid project, workshop agenda, introductions from trainers and the group
2.	Exercise for focus and concentration 10 minutes	Focus exercise, introduction to the meeting	Find a quiet and friendly space - Sit down comfortably - Close your eyes - Take a deep breath, exhale - Notice the sounds around you - Focus on the signals from inside and outside your body...
3.	Good news festival 25 minutes	Strengthen the group: show the positive values, events happening around, build a foundation for further work	<p>Participants write down on post-its the positive things that have happened to them recently in their professional or private life, even the smallest things (at least 1 per person, if possible ask for 3 per person).</p> <p>Participants stick their post-its one by one, at the same time commenting on what happened to them and how it affected their mood and motivation to act.</p> <p>As a summary, the question for discussion in pairs: How often do you think about positive events, situations that are present in your life?</p> <p>How thinking about positive situations affects your attitude to action or work?</p> <p>Do you easily notice positive events in your daily life?</p>
4.	Mental resilience 15 minutes	Introduction to mental resilience	<p>Short presentation about mental resilience and how to develop it (inspiration from Rick Hanson book Hardwiring Happiness: The New Brain Science of Contentment, Calm, and Confidence: "Consciously focusing on positive events improves an individual's mental strength")</p> <p>- The good news festival exercise can be a way of recalling good, positive events and emotions..</p> <p>Appendix 2</p>
5.	Break 10 minutes		

6.	Formulating a goal 10 minutes	Formulating a small work related goal	Participants write down their own goal (which is important for them at this particular moment) on A4 sheets. Then they share their goals with each other. Ask participants to get into pairs and present their goals to each other. Encourage each person why this goal is important for them. A short conversation about the goal will help to better imagine and understand it.
7.	Impact matrix 30 minutes	A physical experience to help you see what you can and cannot impact	Physical experience: participants are asked to move some object that they can physically move: a chair, a mug, or they can get some action in a group - put all the chairs in the room together in some figure. Then they are asked to do something that cannot be done, for example move the wall - try to really move it (the trainer motivates in various ways to do an impossible task). When participants are performing the task, pay attention to how they behave, what comments are being made during the task, does everyone perform the task with equal commitment? After the exercise, ask participants to reflect briefly in pairs on what has just happened. Ask questions to support the discussion in pairs: - What thoughts and emotions accompanied you during this task? What was easy and what was difficult in this task?
8.	Reflection 20 minutes	Reflection, analysis of the things we have influence on in achieving our goals and the things we do not have influence on sharing thoughts - building connection among participants	Print Appendix 1 - impact matrix - for each person in advance. Distribute to the participants and ask them to fill it out according to the instructions. Point out that this is each person's individual work, encourage participants to analyze their individual situation honestly. Participants will not be asked to share what they wrote down.
9.	Break 10 minutes		
10.	Presentation 20 minutes	Transfer of knowledge on professional burnout, awareness of the personal impact we have on work	Expert presentation: information on burnout, stages, process

11.	15 minutes	designing a solution	Ask the participants to look at the Impact Matrix and choose one thing from the 1st quadrant - "I have influence and I act" - and think of one small idea of what they can do to get closer to their goal in the next 5 days. Ask people to write down this idea and share in pairs.
12.	Landing 20 minutes	summary of the workshop experience	Landing - what are you ending up with? Collection of conclusions on the group forum

5. Materials for the workshop

paper for flipcharts, A4 sheets, post-it
impact matrix
colourful pencils/markers

6. Context (list of publications, films, presentations worth looking at after the workshop)

1. <https://www.rickhanson.net/books/hardwiring-happiness/>
2. [Lecture by Rick Hanson about mental resilience](#)
3. [Why Being Impactful Is Important - Janet Zaretsky](#)

APPENDIXES:

Appendix 1. Impact matrix

Write your goal:

<p>1. I have influence and act - Put here all the things related to your goal that you feel you have influence over, and really use that influence,</p>	<p>2. I have influence and do not act - write down all the things related to your goal that you can influence, but you don't do anything with them, you don't take action</p>
<p>3. I have no influence and act write down all those things that are not up to you, but to which you still devote your energy and attention</p>	<p>4. I have no influence and do not act write down all those things that do not depend on you and which (fortunately) you do not pay attention to</p>

Next steps:

Ask participants to take a look at their matrix.

Ask them if all the things they wrote down are in the right places?

How can they move from box no 2 to box no 1?

and what can they move from box 3 to 4?

What do they need to make such a change?

What might be the effect of this change?

Appendix 2 Short information about mental resilience

Mental resilience

A relatively new concept for working in teams is the so-called psychological/mental resilience.

Mental resilience is a personality trait that determines how we deal with challenges and stress.

Mental resilience, like immunological resilience, can be strengthened so that we can better cope with stressful situations.

Mental resilience researcher Peter Clough says that mental resilience consists of four elements:

- control - the belief that one is in control of one's own destiny;
- commitment - determination, or the persistence to complete tasks;
- seeing a challenge as an opportunity;
- a high level of self-confidence.

Mental resilience is a trait that can be developed individually and collectively.

A team with higher resilience will be more adaptable in the face of dynamic changes and threats related to the unpredictability of events.

Source: <https://www.apa.org/topics/resilience>