

Developing Green Care
Wellness Program for
Professionals with Highly
Stressful Jobs







Benchmark
Best practices in
education of mental and
physical health and
green care



Information of the benchmarked courses



Type of program

63% 25% 12%

Online Offline Apps

Target groups



SMEs – employees and managers
VET trainers
HR and Health & Safety consultants
Young people – elementary and high school
Adults

Workload per week

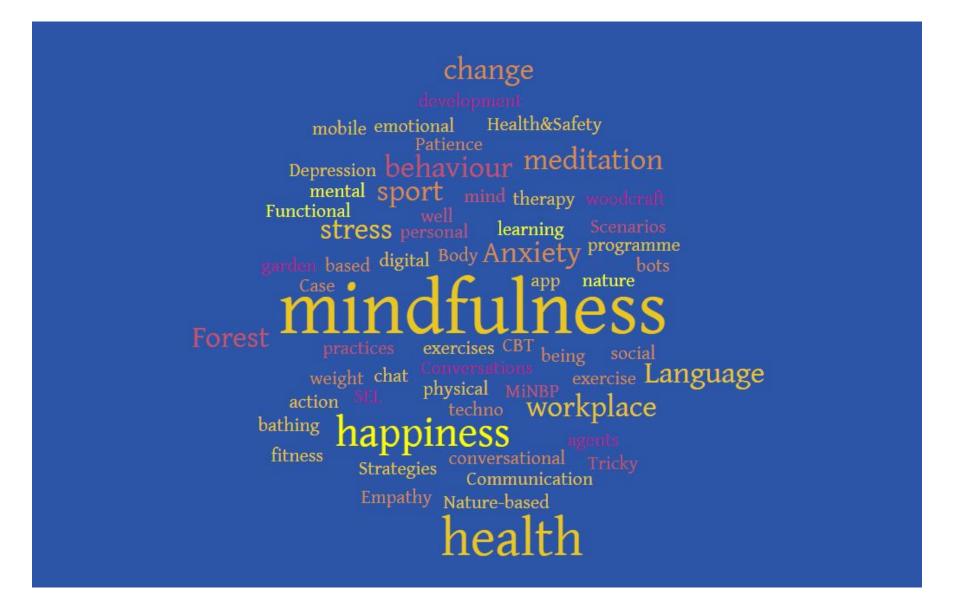
- 30 mins
- 1-2 h
- 2-3 h

Duration

- 1 month
- 4-9 weeks
- 40 days

Key words





Training methods



- ☐ Offline classroom & forest
- Online learning platform & game
- 🛛 Арр

- Presentations, lectures
- Work in groups & pairs
- Articles, reading materials, supporting resources, links to online resources
- Self-paced, video lessons, quizzes, exercise
- Meditation techniques
- Tutors interaction, coach, live chat

"Best practices" found



- **1.Challenges to change behavior**: Easy to use techniques, step-by-step approach, "rewirement" activities, building new habits, applicability in everyday life.
- **2.Outdoor Activities**: Engaging in outdoor activities such as walking in nature, breathing techniques, forest bathing, walking, outdoor exercising, and sports in nature.
- **3.Science based**: Validate psychological surveys, self-assessment test before and after the course, research-backed activities.
- **4.Flexibility**: Self-paced learning, flexible deadlines, optional materials, handouts to track progress, small daily actions for big positive changes.
- **5.Cognitive-behavior therapy**: web-based apps, efficient method, provided support for more conscious life.



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Survey "Challenges and needs professional have related to work stress and wellness"





Demographic Profile of Respondents

Gender



66,7%



33,3%

Country Profile



27% - North Macedonia

22% - Italy

19% - Greece

16% - Lithuania

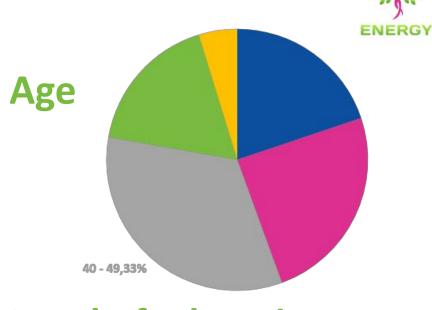
12% - Spain

2% - UK

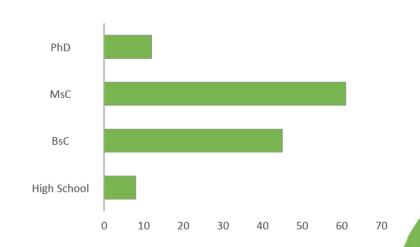
1% - Turkey

1% - Austria

1% - Malta



Level of Education



Organisation Profile of Respondents(?)



1-9

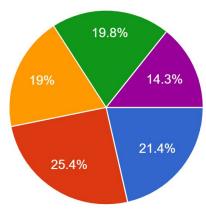
10-49

50-249

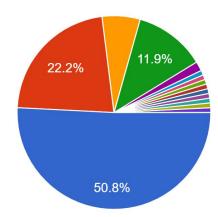
1000+

250-999

Years working within the organization 126 responses



Type of organisation 126 responses



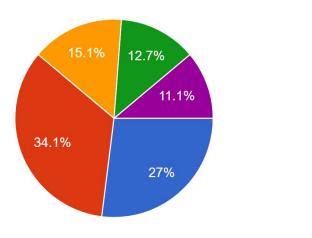




Other colors represent other types of organisations or people without organisation such as freelancers

Number of employees

126 responses



59 different industries, most common:

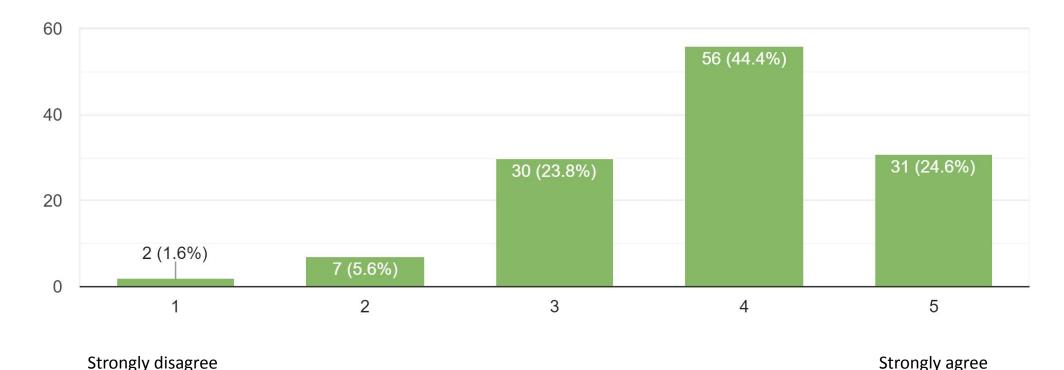
- ♣ Education 27%
- ❖ Health care 10.3%
- Information services 4.8%
- **♦** Finance − 4.8%
- ♦ Data processing 2.4%
- ♦ Entertainment 2.4%
- ❖ Food services 2.4%

Time Management Methods



I use effective time-management methods such as keeping track of my time, making to-do lists, and prioritizing tasks.

126 responses



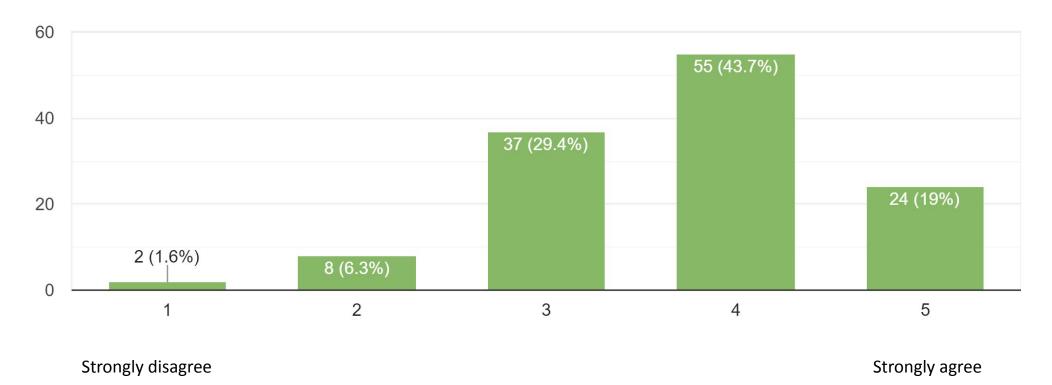
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Priorities



I frequently affirm my priorities so that less important things don't drive out more important things.

126 responses

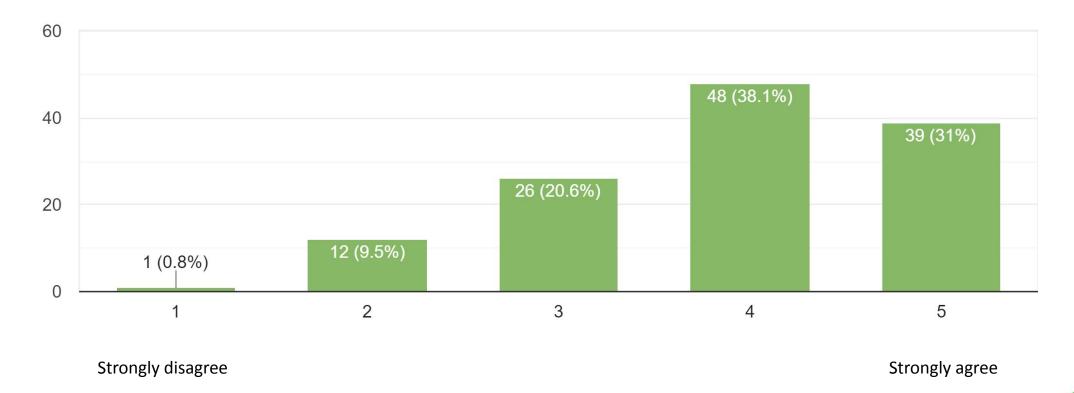


Facing a Problem



I strive to redefine problems as opportunities for improvement.

126 responses

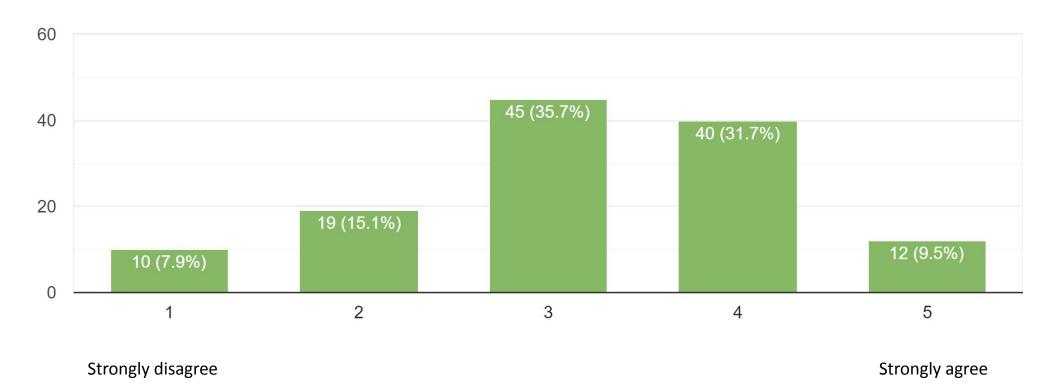


Diet



I have a well-balanced diet.

126 responses

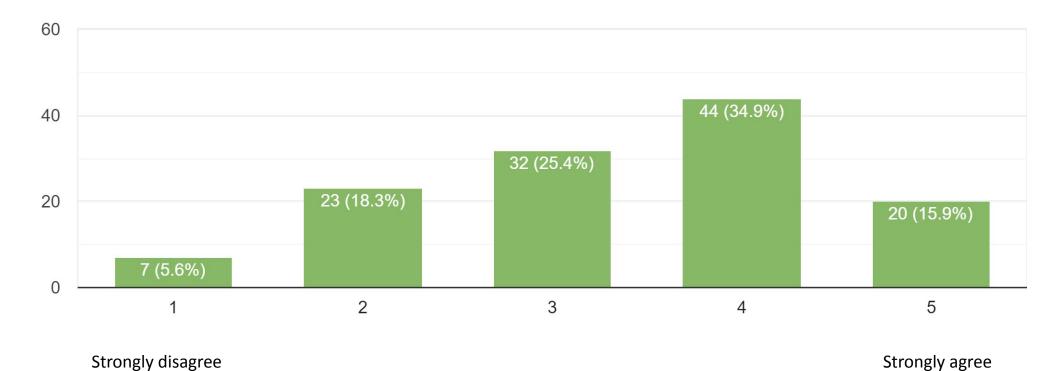


Emotions



I often feel emotionally exhausted.

126 responses



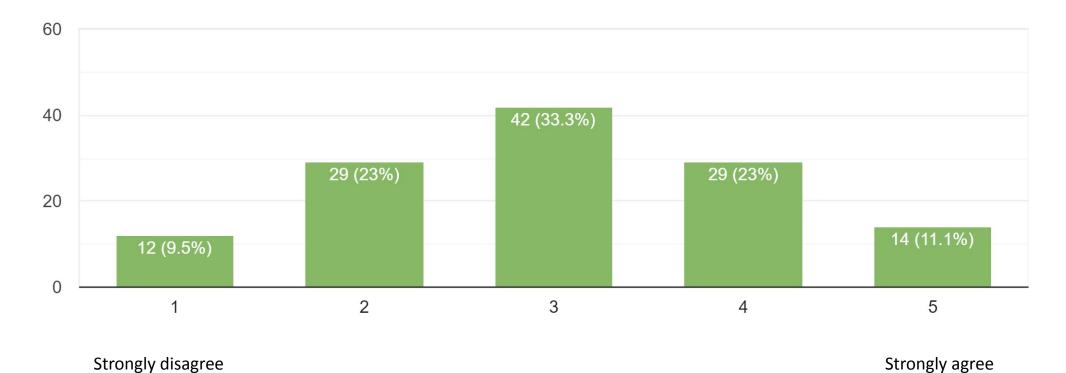
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Health



I get regular check-ups and health screenings.

126 responses

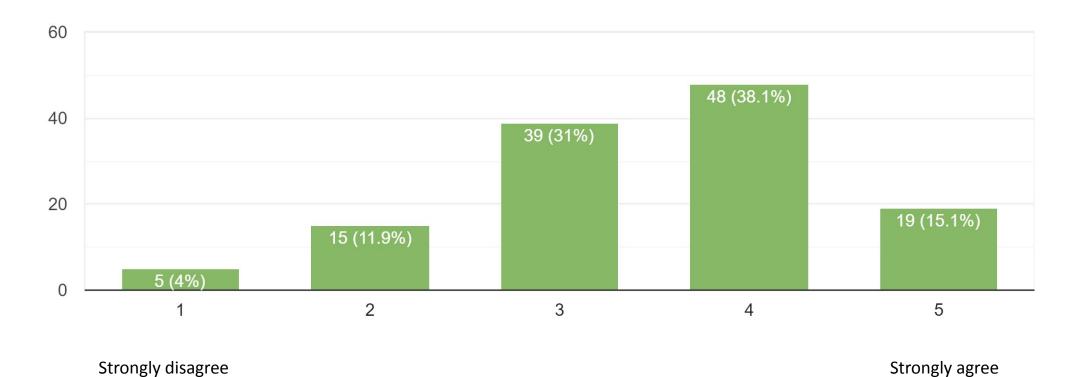


Work-life Balance



I maintain balance in my life by pursuing a variety of interests outside of work.

126 responses

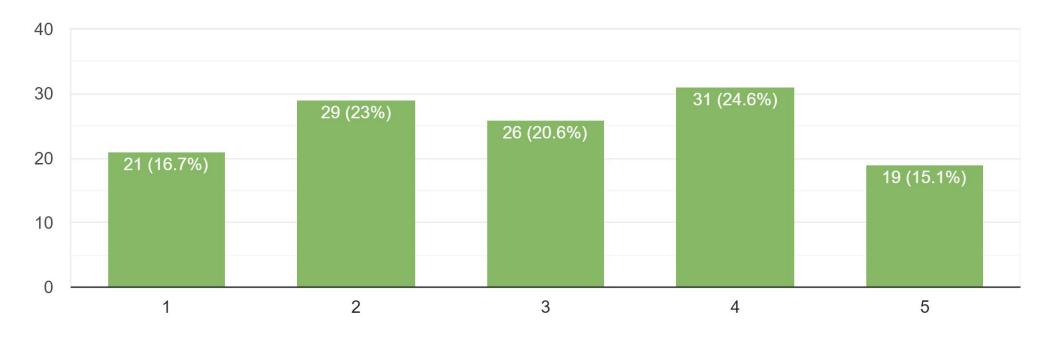


Physical Exercises



I maintain a program of regular physical exercises.

126 responses

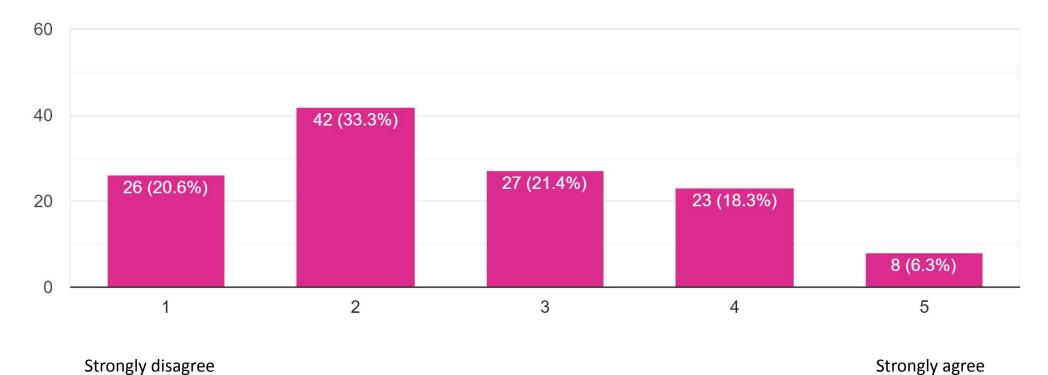


Relaxation Techniques



I know and practice several temporary relaxation techniques such as deep breathing and muscle relaxation.

126 responses

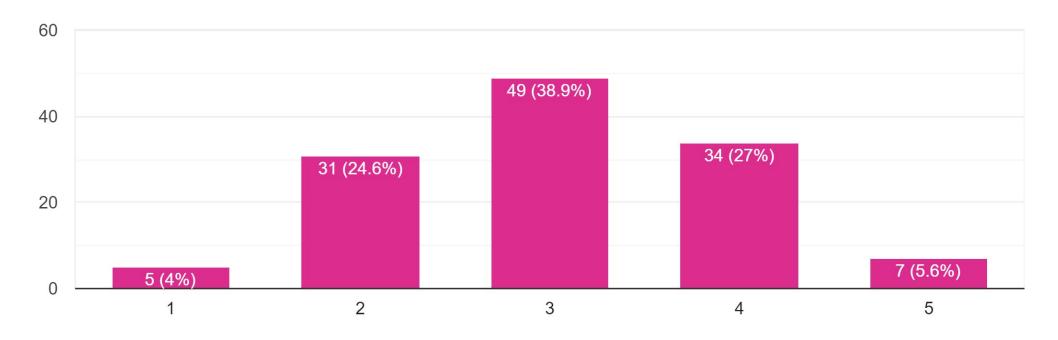


Well being



I'm satisfied with my current level of well-being.

126 responses

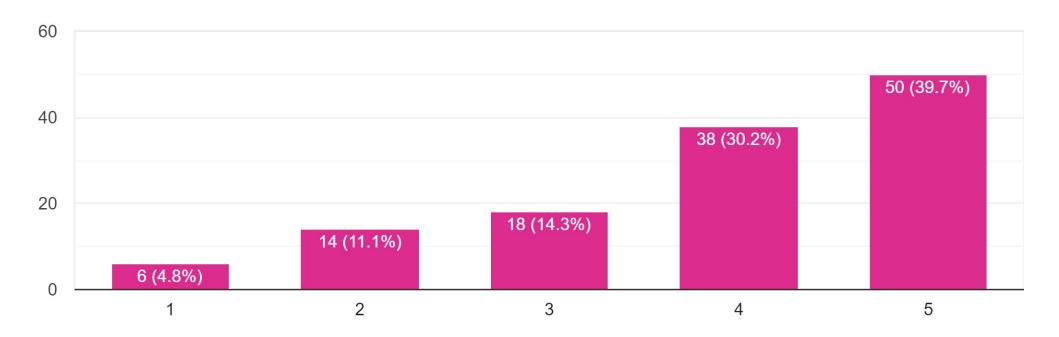


Open Relationships



I maintain an open, trusting relationship with someone with whom I can share my frustrations.

126 responses

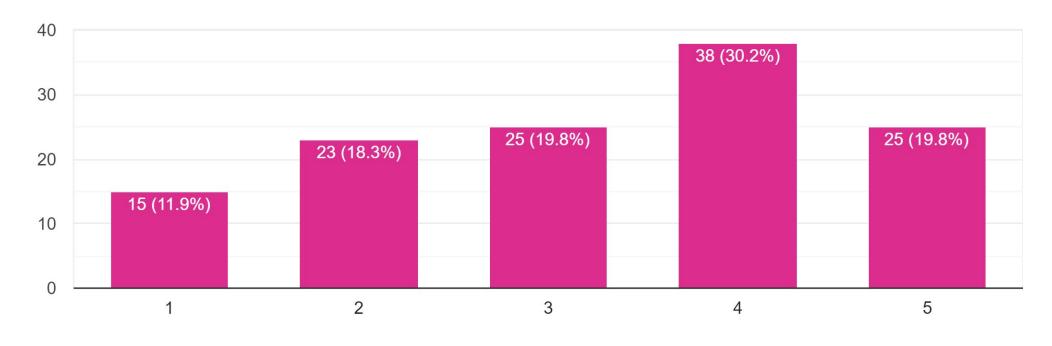


Mentor



I have a close relationship with someone who serves as my mentor or advisor.

126 responses

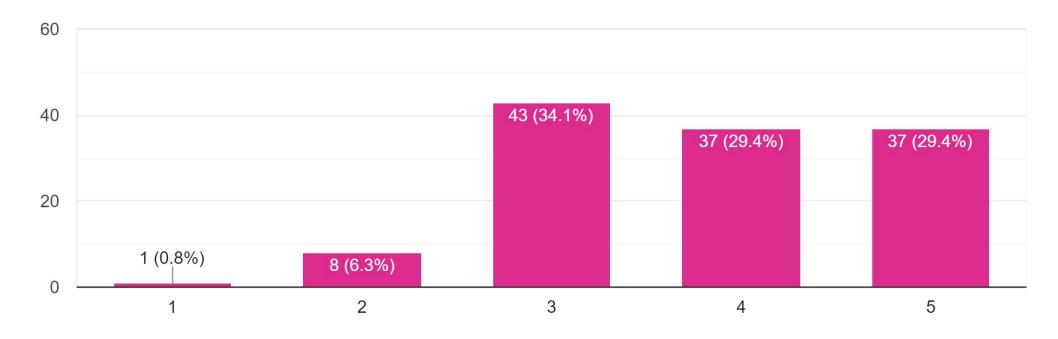


Stressful Job



I have a very stressful job.

126 responses

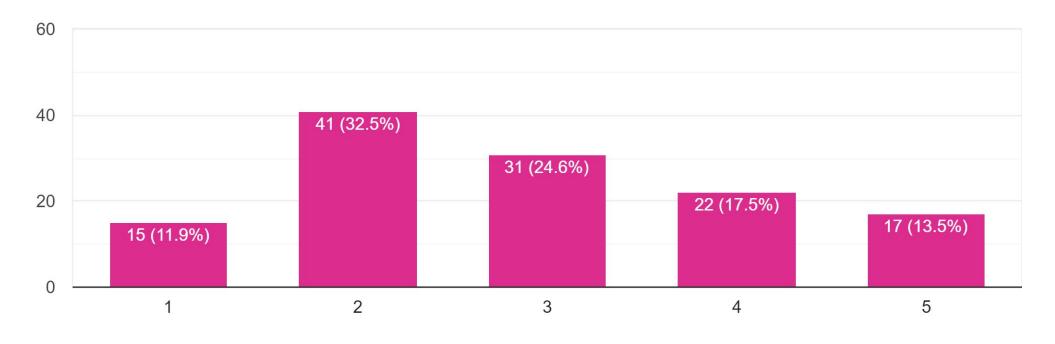


Coping with Work



I often feel like I can't cope with my work.

126 responses

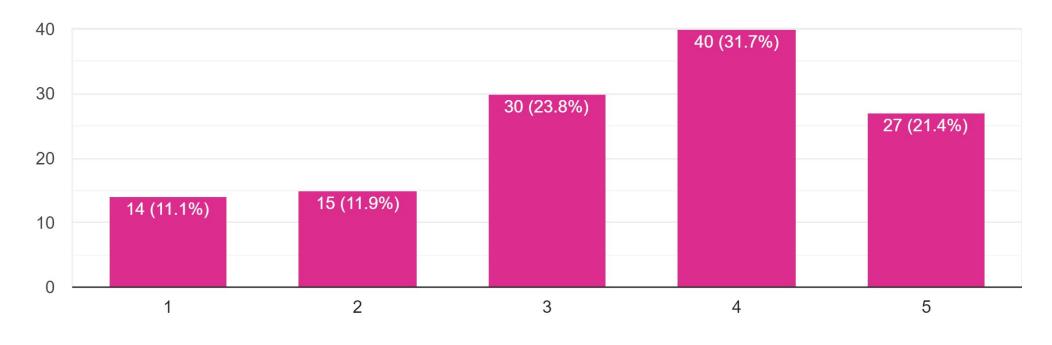


Work and Mental Health



I think my work is affecting my mental health.

126 responses

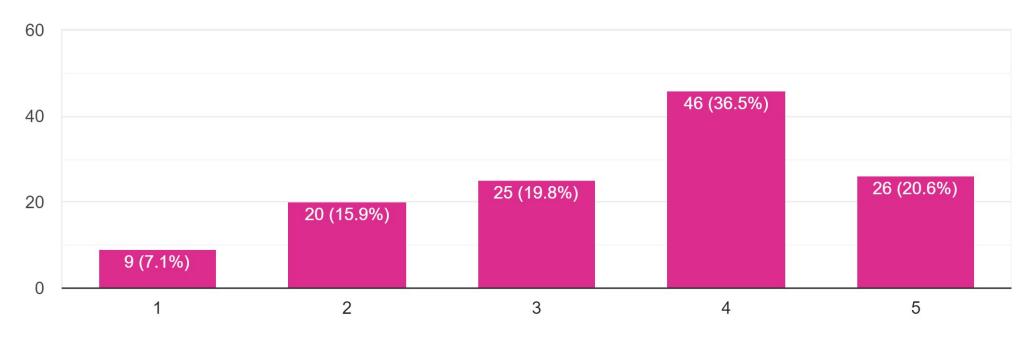


Disconnect from Work



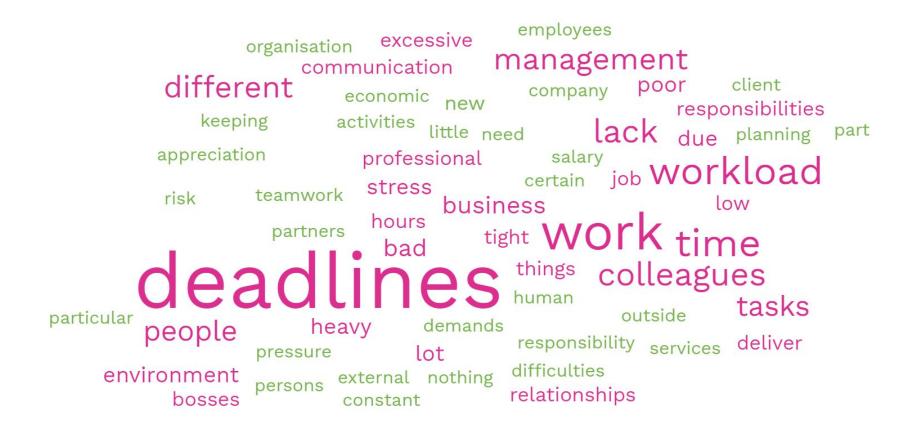
I often feel like I'm not able to disconnect from work.

126 responses



Most Common Current Stressors at Work





Most Common Current Stressors at Work



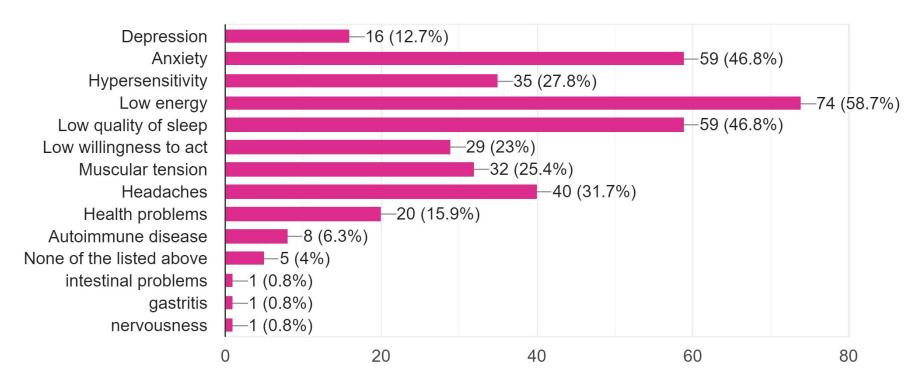
- **1.Workload and Deadlines:** Most respondents mentioned pressure of heavy workloads and strict deadlines as significant stressors. They feel overwhelmed by the quantity of tasks and the time constraints to complete them.
- **2.Lack of Support and Planning:** Some individuals mentioned a lack of support within their company, insufficient planning, and the need to improvise, which adds to their stress levels. They feel unsupported and unprepared for the demands of their work.
- **3.Human Connections and Relationships:** Interpersonal relationships, both with colleagues and bosses, which lead to difficulties in communication, bad cooperation, and toxic environments.
- **4.Lack of Recognition and Appreciation:** Some individuals expressed feeling undervalued and unappreciated by their bosses. They desire recognition for their efforts and accomplishments.
- **5.Work-Life Balance**: Balancing work and personal life was mentioned as a stressor. Some individuals feel unable to disconnect from work, leading to a constant sense of stress and an imbalance in their lives.
- **6.Uncertainty and Change:** The unpredictability of the economic world, changes in the work environment, and the fear of not meeting expectations were cited as stressors. Individuals mentioned the stress of dealing with constant changes and the risk of dissatisfaction from clients and business partners.
- **7.Other Stressors:** Additional stressors mentioned include heavy workloads, perfectionism, lack of teamwork, micromanagement, excessive responsibilities, insufficient resources, language

Manifestation of Stress



Stress manifests itself in many ways, which of the following symptoms would you say you have felt in the last few months?

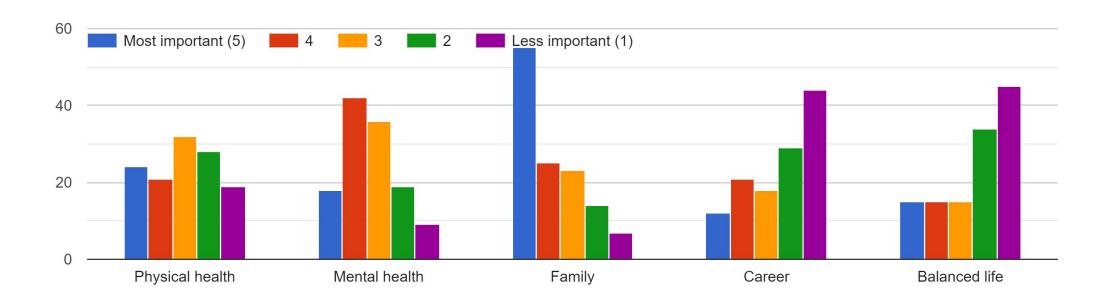
126 responses



Life Priorities



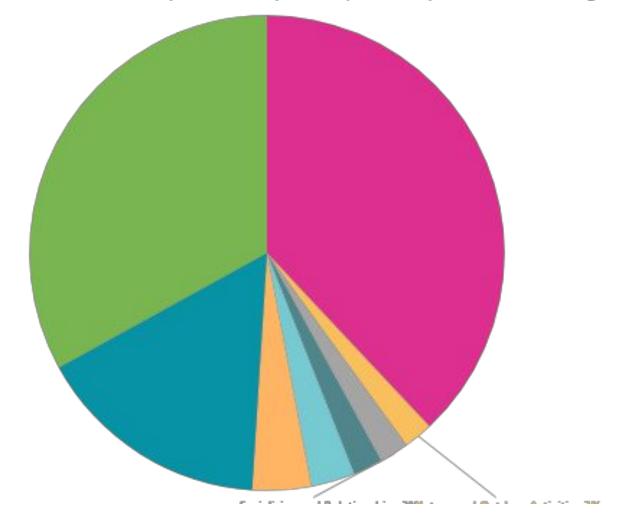
Rank your life priorities by order, from most important 5, to least important 1. This ranking should be a reflection of how much time and effort in reality you spend on each of them. You can only choose one rank for one priority.



Tools or Resources Respondents Use to Promote Wellbeing



What tools or resources do you currently use to promote your own wellbeing?



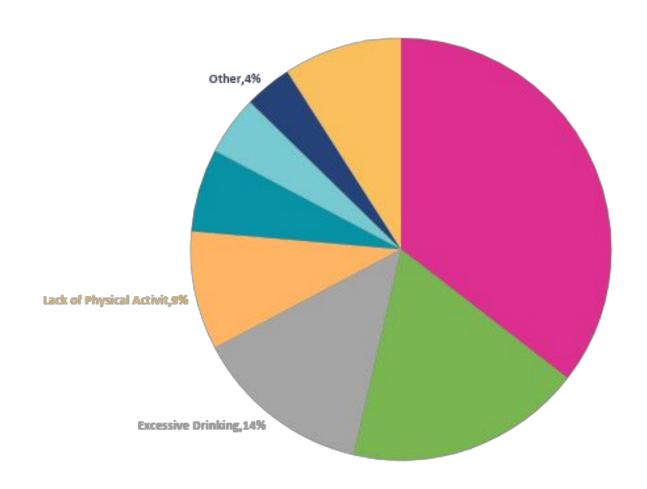
Tools or Resources Respondents Use to Promote Wellbeing



- 1. Physical Exercise: Walking, exercising, cycling, swimming, sports, gym workouts, mountain biking, and riding a bike.
- 2. Mental and Emotional Well-being: Practices such as meditation, mindfulness, relaxation techniques, breathing exercises, therapy, and psychotherapy.
- 3. Leisure and Hobbies: Engaging in activities like reading, listening to music, watching movies/documentaries, sewing, embroidery, cooking, gardening, creative pursuits, and other hobbies
- 4. Work-Life Balance: Prioritizing personal time, respecting alone time, not working at home, disconnecting from work, and avoiding stress about work outside of working hours.
- 5. Self-Care and Sleep: Focusing on good sleep habits, healthy eating, nutrition, functional diet, taking care of family affections, following a routine, and taking care of one's needs.
- 6. Learning and Personal Growth: Continuous learning, education, reading books on various topics, learning languages, acquiring new skills, and personal development.
- 7. Socializing and Relationships: Spending time with family and friends, socializing, connecting with others, meaningful social relationships, communication, and sharing thoughts and feelings
- 8. Nature and Outdoor Activities: Enjoying walks outside, spending time in nature, hiking, spending time at parks, and engaging in open space activities.

Unhealthy behaviors to manage stress





Unhealthy behaviors to manage stress

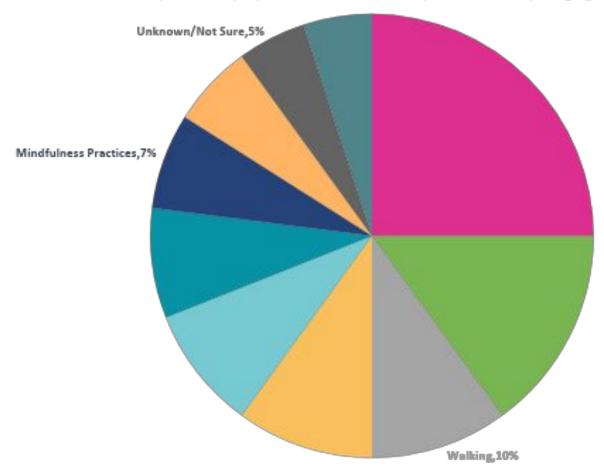


- 1. Unhealthy Eating Habits: This includes eating junk food, overeating, eating sweets, eating late at night, and eating in stressful situations.
- 2. Smoking: Smoking cigarettes, smoking IQOS, or trying to quit smoking.
- **3. Excessive Drinking**: Drinking alcohol, drinking beer in the evenings, choosing alcohol to calm anxiety, drinking wine, and drinking coffee excessively.
- 4. Lack of Physical Activity: Not being physically active, low exercise, excessive sitting in front of the computer, and not exercising enough.
- 5. Poor Sleep Habits: Lack of sleep, sleeping little, and not keeping a sleep routine.
- 6. Overthinking: Overthinking, overthinking everything, and releasing stress through overthinking.
- 7. Other: Miscellaneous unhealthy behaviors mentioned in the responses, such as binge-watching, anger at self and others, hitting objects, laziness to go outside for a walk, and using diazepam.
- 8. None/No Unhealthy Behaviors: Some respondents mentioned that they don't have any unhealthy behaviors to manage stress.

What sports or physical activities are you currently engaged in?



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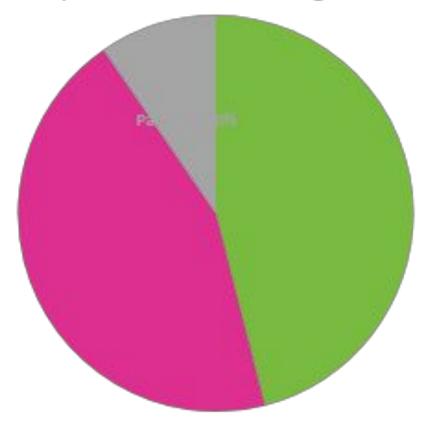


- 1. Yoga and Meditation: Yoga, mindfulness, meditation, stress relief meditation, and breath exercises.
- 2. Walking: Engaging in walks, walking in nature, and taking walks by the beach.
- 3. Outdoor Activities: Participating in outdoor sports, outdoor exercising, hiking, trekking, mountain climbing, swimming, and activities in nature.
- 4. Team Sports and Group Activities: Involvement in team sports, group sports, social activities, theater, dance lessons, creative writing groups, focus groups, meeting groups, group therapies, and group meetings for managing anxiety.
- **5. Gym and Exercise**: Going to the gym, engaging in physical exercise, easy exercises, exercises at work, home workouts, pilates, and sports activities.
- 6. Mindfulness Practices: Exploring mindfulness practices, mindfulness sessions, mental health therapy, mental coaching, art therapy, and learning relaxation techniques.
- 7. Other: swimming, biking, reading, recreational activities, cultural activities, games, time management, spa activities, and sessions with psychologists.
- 8. None
- 9. Unknown/Not Sure: Some respondents mentioned that they are not aware of available options, unsure, or don't know what activities they are currently engaged in.
- 10. "Any" or "Open to Everything": Respondents expressed a willingness to engage in any sports or physical activities that could improve their well-being.

Fixed Working Hours



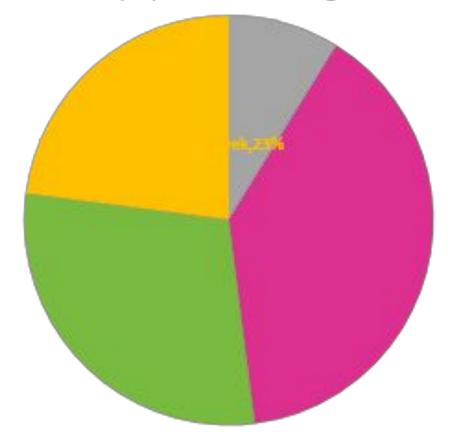
Do you have fixed working hours?



Availability of Respondents for Mental and Physical Well-Being



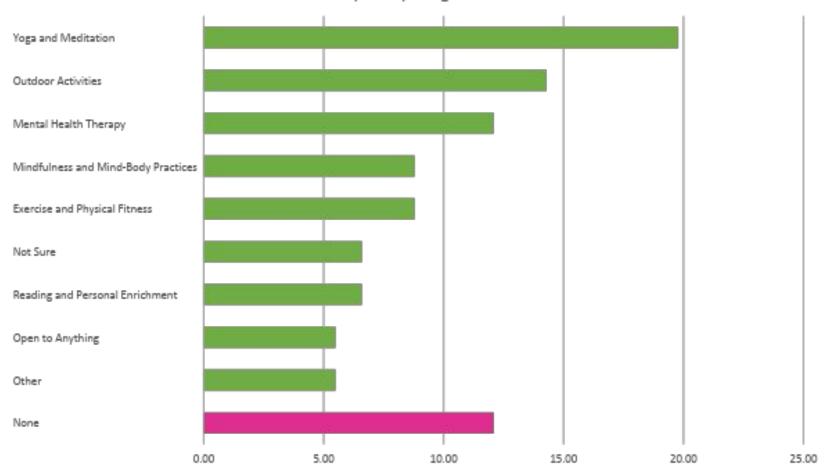
How much time are you able to commit to enhancing your mental and physical well-being



Interest in Participating in Mental and Physical Activities







Interest in Participating in Mental and Physical Activities



- **1.Yoga and Meditation**: This includes practicing yoga, mindfulness, meditation, stress relief meditation, breath exercises, and mindfulness techniques.
- 2.Outdoor Activities: Engaging in outdoor activities such as hiking, walking in nature, mountain climbing, swimming, running, cycling, Nordic walking, trekking, outdoor exercising, and sports in nature.
- **3.Social Activities and Group Interactions**: Participating in social activities, team sports, group activities, focus groups, meeting groups, group therapies, group meetings for managing anxiety, and group sports.
- **4.Mental Health Therapy**: Seeking mental health therapy, including sessions with psychologists, mental health coaching, and psychotherapy.
- **5.Mindfulness and Mind-Body Practices**: Engaging in mindfulness practices, mindfulness sessions, meditation, art therapy, breathing techniques, relaxation techniques, tai chi, and activities that teach how to manage thoughts and be centered.

Interest in Participating in Mental and Physical Activities



- **6. Exercise and Physical Fitness**: Involvement in physical exercise, gym workouts, easy exercises, pilates, sports activities, training with bicycles, basketball, dancing, and sports in general.
- 7. Reading and Personal Enrichment: Participating in activities such as reading books, creative writing, and courses for personal and professional development.
- **8. Other:** Miscellaneous activities mentioned in the responses, including theater, gardening, swimming, Zumba, playing games, spa activities, visiting the pool, recreational activities, cultural activities, and activities that include movement and mental health.
- **9. Unknown/Not Sure:** Some respondents mentioned that they are not aware of available options or are unsure of the types of mental and physical health activities they would be interested in.
- **10. Open to Anything:** Respondents expressed openness to participating in any mental and physical health activities that would be beneficial for them.



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