

ID TALKS!

A series of 5 online workshops on 5 major topics in the promotion of "Year on Mental Health". The spring 2023 edition under the motto "Understanding Mental Health" forms a general understanding of young people's mental health and wellbeing and its link to quality youth work.



ID Talks:

MENTAL HEALTH EXPLAINED
CLIMATE-CHANGE ANXIETY
SOCIAL-MEDIA ADDICTION
SUPPORTING YOUNG PEOPLE'S WELLBEING
YOUTH-WORKERS WELLBEING

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ABOUT SALTO

...‘Support and **A**dvanced **L**earning and **T**raining **O**pportunities within the Erasmus+: Youth in Action and European Solidarity Corps programmes’. The European Commission has created a network of seven SALTO-YOUTH Resource Centres to enhance the implementation of the EU Erasmus+: Youth in Action and European Solidarity Corps programmes, which provide young people with valuable non-formal learning experiences.

SALTO’s aim is to support the implementation of the European Erasmus+: Youth in Action and European Solidarity Corps Programmes with regard to priorities such as Social Inclusion, Diversity, Participation, and Solidarity. SALTO also supports co-operation with regions such as EuroMed, South-East Europe, or Eastern Europe and The Caucasus and coordinates all training and co-operation activities, as well as information tools for National Agencies.

In these European priority areas, SALTO-YOUTH provides resources, information, and training for National Agencies and European youth workers. Most of these resources are offered and disseminated at www.SALTO-YOUTH.net. Find online the [European Training Calendar](#), the [Toolbox for Training and Youth Work](#), the database of youth field trainers active at the European level ([Trainers Online for Youth or TOY](#)), links to online resources, and much more.

SALTO-YOUTH actively co-operates with other actors in the European youth field, among them the National Agencies of the Erasmus+ and European Solidarity Corps programmes, the Council of Europe, the European Youth Forum, European youth workers and trainers, and training organisers.

THE SALTO-YOUTH INCLUSION AND DIVERSITY RESOURCE CENTRE WWW.SALTO-YOUTH.NET/INCLUSION/

The SALTO-YOUTH Inclusion and Diversity Resource Centre (based in Belgium Flanders) works together with the European Commission to support the inclusion of young people with fewer opportunities in the Erasmus+: Youth in Action and European Solidarity Corps programmes. Through that, it works to contribute to social cohesion in society at large. SALTO Inclusion and Diversity also supports the National Agencies and youth workers in their inclusion work by providing training, developing youth work methods, disseminating information via the newsletter, etc. By offering opportunities for training, exchange, and reflection on inclusion practice and diversity management, SALTO Inclusion & Diversity works towards the visibility, accessibility, and transparency of its inclusion & diversity work and resources, and towards making ‘inclusion of young people with fewer opportunities’ and ‘positive diversity management’ a widely supported priority.

For more information and resources, have a look at the Inclusion & Diversity pages at www.SALTO-YOUTH.net/Inclusion/



DISCLAIMER

This magazine contains pictures as a result of the Graphic Recording which is an integral part of all the ID Talks events. There are four types of styles throughout the whole magazine.

- **General Cover Picture.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events. It is displayed as a cover picture of each ID Talks version.
- **Portrait of Speaker.** It depicts each speaker and a few graphic recording elements such as written parts of their "speech" and/or any other graphics according to the style of each ID Talks version. It is displayed on top of the speaker's description page.
- **Main Graphic Recording Card.** It is used for promotional reasons throughout the social media channels and the dissemination materials and it depicts the logo of SALTO Inclusion & Diversity, the title, and the graphic elements of each version of the ID Talks events, including the specific name of the event, the portrait of the speaker, written quotes of their "speech" and/or any other graphics. It is displayed on top of the first page of each article.
- **Graphic Recording Elements.** Throughout each article, the graphic recording elements complement the text with essential parts of each speaker's "talk".



I & D Talks

“Understanding Mental Health”

What is it all about?

ID Talks is a series of 5 stand-alone online events (workshops) of up to 90 minutes each, with inspiring guest speakers, thought-provoking insights, discussion in small groups, and Q&A sessions.

Mental health represents an integral part of an individual’s capacity to think, emote, interact with others, earn a living and enjoy life. Consequently, mental health underpins the core human values of independent thought and action, happiness, and friendship. Mental health and well-being are put at risk by a wide range of factors spanning individual, social, and environmental levels, including poverty and deprivation; debt and unemployment; and violence and conflict.”

- WHO, European Framework for Action on Mental Health 2021–2025

SALTO Inclusion & Diversity Resources Centre and the Mental Health in Youth Work project jointly announce 2023 as “ID Talks: Year on Mental Health”, with the spring 2023 edition under the motto “Understanding Mental Health” and the autumn 2023 edition under the motto “Discovering Mental Health Practices”.

For whom?

Youth workers, youth leaders, professionals, and volunteers involved in ID in the EU youth programmes, as well as all those interested in youth work and Inclusion & Diversity topics.

Main objectives:

- To provide food for thought and learn from inspirational ID stories;
- To provide an opportunity to learn about ID topics from the youth work sector and beyond;
- To get information, inspiration, and methods to help the youth sector address ID;
- To inform about and contribute to quality (international) youth work;
- To identify and learn how to tackle existing and future challenges within ID;



Event Dates:

- 15 February (13h CET) > **ID Talks Mental Health Explained:** You increasingly hear about mental health in the media. But what is mental health really about, and what not? How is mental health perceived and interpreted? How are young people today doing regarding mental health and well-being? What should we know, pay attention to, and be prepared for? Put your assumptions to the test and gain a common frame to look at mental health. Guest speaker: **Maria Agorastou, Greece**
- 01 March (13h CET) > **ID Talks Climate-Change Anxiety:** If climate change and the environment make young people take to the streets, these global challenges obviously have an influence on their mental health and well-being? What kind of approaches help you to address their climate-change worries? How can you promote climate resilience, both at an individual and at a societal level? Come and discover what role youth work can have in tackling climate-change anxiety. Guest speaker: **Anna Pribil, Austria**
- 15 March (13h CET) > **ID Talks Social-Media Addiction:** You probably know (young) people who are constantly glued to their phones. Maybe that's you? Let's zoom in on social media addiction. How can you identify it in yourself and in others? Find out what are the main issues, causes, and consequences. And how does it impact the mental health and well-being of young people? Find out what practical tools and support youth work can offer. Guest speaker: **Katja Mankinen, Sosped Foundation, Finland**
- 29 March (13h CET) > **ID Talks Supporting Young People's Wellbeing:** You probably (hopefully) feel that youth work supports young people's mental health and well-being. But what are young people's needs, and how can you identify and support those needs better? What kind of (extra) support do young people with fewer opportunities need for their mental health? Get an insight into coping and resilience strategies and learn how to create a sense of belonging and safe spaces (among others) in international projects. Guest speaker: **Ana Perović, Serbia**
- 12 April (1 PM CET) > **ID Talks Youth-Workers Wellbeing:** In order to take care of someone else, you need to take care of yourself as well! But how do you take care of your self-care? What are the main well-being issues that youth workers are experiencing? How do you prevent and overcome (emotional) exhaustion and burnout? Get to know the competences you need to take care of your own mental health and well-being (as a youth worker) so that you can continue to attend to the needs of young people. Guest speaker: **Natalja Gudakovska, Latvia**

ID Talks: Youth-Workers Wellbeing

What are the main wellbeing issues that youth workers are experiencing? How do you prevent and overcome (emotional) exhaustion and burnout?

BURNOUT IS NOT A WEAKNESS, TAKE CARE OF YOURSELF & ASK FOR HELP!

NATALJA GUDAKOVSKA
(LATVIA)



GUEST SPEAKER: NATALJA GUDAKOVSKA

Natalja Gudakovska is an organisational and work psychologist. She has finished her MA studies in Organisational and Work Psychology at the University of Latvia and has been involved in youth work for 20 years working with young people and youth workers. She has also experience working on the crisis intervention hot-line phone. Currently, Natalja works in the executive search and assessment field, combining it with providing some interventions to youth field professionals and young people. Natalja is a member of the Latvian Association of Organizational Psychologists. In 2020 she has been granted a recognition Award in the nomination "Contribution to Development of the Psychology Science in Latvia" within the award "Psychologist of the Year 2020" issued by the Latvian Association of Psychologists. In the last four years, Natalja focuses on the topics of psychoemotional well-being. In her free time, she likes to hike, travel, read, and spend time in conversations with closest people.



Article

Natalja Gudakovska

Understanding mental health

ID TALKS

Youth workers wellbeing

IT IS IMPORTANT THAT WE TAKE CARE OF OURSELVES *by ourselves*

BURNOUT IS NOT A WEAKNESS, TAKE CARE OF YOURSELF & ASK FOR HELP!

CREATE A self-care PLAN!

NATALJA GUDAKOVSKA (LATVIA)



MENTAL HEALTH CONTINUUM
THERE IS NO RIGHT OR WRONG SIDE WHEN IT COMES TO MENTAL HEALTH. IT IS A CONTINUUM

WELLBEING → DISTRESS → LONG-TERM DISTRESS → MENTAL HEALTH DIFFICULTIES

WHERE ARE YOU? → ASSESS YOURSELF!

WELLBEING INCLUDES HAVING A GOOD MENTAL HEALTH, HIGH LIFE SATISFACTION, A SENSE OF PURPOSE & THE ABILITY TO MANAGE STRESS (GOOD & BAD)

BURNOUT syndrome
RESULTING FROM CHRONIC WORKPLACE STRESS THAT HAS NOT BEEN SUCCESSFULLY MANAGED (WHO, 2019)

SALTO INCLUSION & DIVERSITY
In cooperation with: Mental Health in Youth Work project

WHAT CAN WE DO ABOUT IT?

THE "BREAKING POINT" DEPENDS ON EACH PERSON

PERFORMANCE

STRESS LEVEL

THREE DIMENSIONS

- REDUCED PROFESSIONAL EFFICACY
- NEGATIVE ATTITUDE OR CYNISM TOWARDS ONE'S JOB DUTIES
- LACK OF MOTIVATION & EXHAUSTION

REACT TO THE SIGNS!

SIGNS OF BURNOUT

- EMOTIONAL
- PHYSICAL
- BEHAVIORAL
- THINKING-PROCESSES
- MOTIVATION-RELATED

MORE COMMON among YOUNG PROFESSIONALS

FACTORS leading to burnout

WORK ENVIRONMENT

- UNCLEAR ROLE DIVISION
- BAD RELATIONS WITH COLLEAGUES
- EMOTIONALLY INTENSIVE WORK
- LOW SOCIAL PRESTIGE

PERSONAL

- NEED FOR CONTROL
- SELF-ESTEEM ISSUES
- FEAR OF SUCCESS/FAILURE
- NEED FOR RECOGNITION

STRENGTHENING the WELLBEING of youth workers

INDIVIDUAL LEVEL SELF-CARE & BOUNDARIES	ORGANIZATIONAL LEVEL RECOGNITION & SUPPORT
POLICY LEVEL FAIR PAY & JOB SECURITY	COLLABORATIVE APPROACHES COMMUNITY PARTNERSHIPS

take care of YOURSELF!

5 S-T-E-P-S

- HOBBIES
- PHYSICAL ACTIVITY
- GOOD RELATIONSHIPS
- ENOUGH SLEEP
- BALANCED DIET

YOU ARE THE KEY

GRAPHIC NOTES: @MYINKTHINK

Youth work is a very exciting occupation. And at the same time, it is important to admit it requires a lot of emotional resources from the youth workers. For many youth workers being either in youth centers, NGOs, or youth organizations, the routine is very hectic, responsibilities are very diverse, and projects are happening one after the other or even simultaneously. How to be efficient, innovative, and resourceful all the time, how to think about ourselves and our internal resources in this dynamic and changeable environment?

Our mental health is our energy resource. It requires us to understand ourselves, nurture and maintain the appropriate level of energy not only physically, but also mentally/emotionally, and care for and strengthen our resilience in the changing and challenging work with young people.

Mental health can be described as a continuum from complete emotional well-being and successful coping with daily responsibilities to serious difficulties in daily functioning. Each person can find themselves at different points on the scale of the mental health and mental ill. At the 'healthy' end of the continuum an individual functions normally and at the 'ill' end they are experiencing severe mental distress which affects their daily life and may have been diagnosed with a mental disorder.

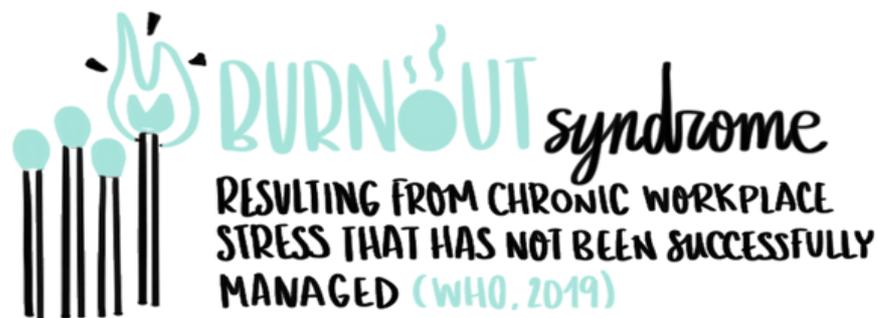
WELLBEING INCLUDES HAVING A
GOOD MENTAL HEALTH,
HIGH LIFE SATISFACTION, A SENSE OF PURPOSE &
THE ABILITY TO **MANAGE STRESS (GOOD & BAD)**

In a nutshell, well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and the ability to manage stress. More generally, well-being is just feeling well - emotionally, physically, socially, professionally, and societally. Work in this context can have a positive influence on mental health as it helps to be active, develop, socialize, and achieve professional aims, but a negative working environment and lack of care for yourself can lead to physical and mental health problems, including burnout syndrome.

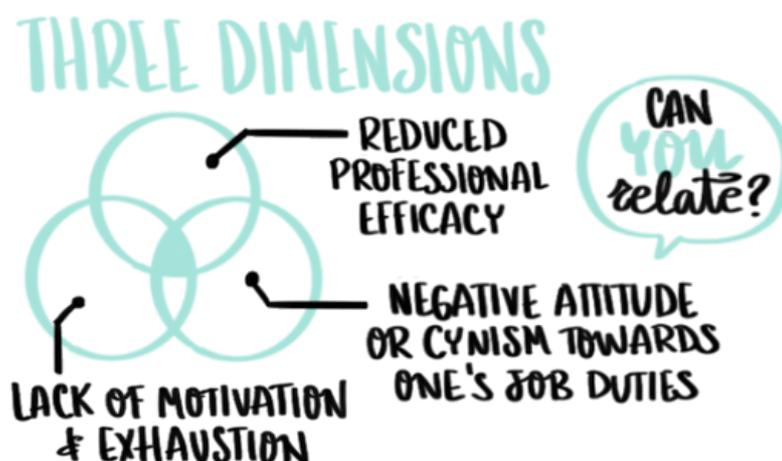
IT IS IMPORTANT THAT
WE TAKE CARE OF OURSELVES
⇒ *by ourselves* ⇒

Understanding burnout

Burn-out for the first time has been described in the early 1970s. One of the first to talk about this syndrome was German-American psychologist Herbert Freudenberg. Initially, burnout was described as a social phenomenon - a specific chronic emotional state that healthy people, usually professionals who work in close contact with people for a long time, are exposed to. The topic has attracted great interest from psychologists. Nowadays one of the leading psychologists studying burnout scientifically is Christina Maslach from the USA Californian University. In 2019 WHO included burn-out in the 11th Revision of the International Classification of Diseases (ICD-11) as an occupational phenomenon.



Now by Burn-out is a syndrome that is conceptualized as resulting from chronic workplace stress that has not been successfully managed (WHO, 2019). It is characterized by three dimensions: feelings of energy depletion or exhaustion, increased mental distance from one's job, feelings of negativism or cynicism related to one's job, and reduced professional efficacy. Burnout syndrome is cited as one of the main work-related psycho-emotional health disorders among representatives of the helping professions, e.g., medical workers, teachers, social workers, firefighters, police officers, and other support workers, including youth workers. It is not classified as a medical condition. It is described in the chapter: 'Factors influencing health status or contact with health services' - which includes reasons for which people contact health services but that are not classed as illnesses or health conditions. Though in some countries government classified burn-out as an illness and a person can officially be on sick leave for a certain period when experiencing burn-out.



In youth work

The recent studies (see below) highlight the high prevalence of burnout among youth workers and the importance of addressing this issue through organizational and individual-level strategies. For example, recent studies in Germany, the UK, and Sweden showed that almost 40% of youth workers experience burnout, with workload and job insecurity, low pay, and lack of support being key factors contributing to burnout. Regular overwork stimulates the burn-out phenomenon in youth work, influences the turnover of the staff, and hinders the activities of organisations.

Good specialists lose interest and motivation in the work that they liked and that inspired them. Persons who were passionate and interested in their work become apathetic, indifferent, and cynical, but sometimes quite the opposite - aggressive, angry, grumpy, easily irritated, explosive, and harsh. Such employees cannot be productive, nor can they fully develop. In addition, they get sick more often, are late for work, and make many mistakes.

Even though all this sounds threatening, burnout can be prevented and for that, firstly, you need to be aware of the factors that influence or possibly contribute to the occurrence of burnout, and then also maintain practical actions that would strengthen your emotional state, resilience and help to take care of yourself all the time.

REACT TO THE SIGNS!

SIGNS OF BURNOUT

- EMOTIONAL
- PHYSICAL
- BEHAVIORAL
- THINKING-PROCESSES
- MOTIVATION-RELATED

MORE COMMON
among
YOUNG
PROFESSIONALS

Below are listed personal and professional factors that can provoke burnout.

Personal factors:

- Problems with self-esteem (usually low)
- not respecting one's needs, desires
- expressed a desire to help
- "workaholism"
- a strong need to be recognized and appreciated
- fear of making mistakes, perfectionism tendency
- rigidity, inability to change usual work
- inability to set boundaries
- the internal need to compete
- inadequately high demands on work and oneself
- passivity, inability to make decisions
- the need for control
- fear of success, fear of failure
- external locus of control
- inability to delegate responsibilities.

Work environment factors:

- problems in communication with colleagues,
- lack of support from colleagues in daily work
- problems in dealing with the administration
- unclear division of responsibilities
- ambivalence of social roles
- working with people who are suffering
- low social prestige
- work with unsolvable or only partially solvable problems
- insufficient involvement of employees in decision-making and ineffective management
- emotionally intensive work with people
- lack of time
- overload
- unresolved conflicts at work, emotional alienation
- strong competition, a sense of danger, insecurity about the future in relation to work
- impossibility of professional development
- increased risk of infection
- work colleagues with low intelligence, pathological habits, and characters
- constant switching from one activity to another
- no official lunch break, no vacation.



If some of those you can relate to yourself, keep an eye on them, do not let personal organizational factors dictate how you feel, take care of your emotional state, and build in your organization a support system that would help all of you to be healthy.

Here are some ideas for concrete activities and actions that might help you to keep yourself emotionally strong and strengthen your mental health, and those you can do on your own, e.g., find a balance between work and rest - don't take work home, plan your daily routine, have regular meals and full sleep, find time for interests that are not related to work, try to maintain good relations with colleagues, plan your working hours and observe breaks, don't worry about things you can't control, take on the responsibilities you can handle, try to find time for learning and improving your qualifications, do not be shy to talk to your employer about the necessary changes in the work process, take breaks and prioritize rest, practice mindfulness, set boundaries, seek support, practice gratitude, engage in physical activity, reflect on values and purpose, and develop a self-care plan.



If you work with young people who experience trauma or are in emotionally difficult conditions (like youngsters in conflict or post-conflict areas, refugees, victims of violence, etc), your efforts to take care of yourself need to be doubled. Make sure you have a possibility to vent your emotions and discuss difficult situations with colleagues or supervisors. If necessary, schedule a visit and tell your family doctor, psychiatrist, or psychotherapist about these feelings, share with your colleagues!

But not only personal strategies might help. We need to start addressing burnout at the system level. At the organizational-level such strategies as providing adequate resources, training and professional development opportunities, recognition and rewards, and a positive work environment can be helpful. We need to address also policy-level strategies such as advocating for fair pay and benefits, job security, and work-life balance policies. Also, collaborative approaches such as peer support groups and community partnerships to reduce the workload and share responsibilities can play an important role. Do not wait until someone creates those, start to initiate simple step together with your colleagues in the organization.

If for some time and some reason, there is no possibility to spend extensive time on such actions, then make sure that you have at least physical activity 5-6 times a week, regular sleep, regular and balanced eating, meeting and communication with people you like and pleasant activities. Have fun and enjoy what you do, and remember - take care of yourself first, so that you can later support others.



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Understanding mental health

ID TALKS

Youth workers wellbeing

EDITORIAL INFORMATION

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On behalf of the SALTO Inclusion & Diversity!

