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Serious Play Training Scenario

Workplace Burnout



Module 3: Mental Health and Employability

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Objective

The objective of the role-play scenario is to raise awareness about the causes, symptoms, and impact of burnout in the workplace while fostering empathy for those experiencing it. Through this activity, participants will enhance their problem-solving and communication skills, learning to recognize and address burnout effectively. The role-play aims to equip individuals with actionable prevention and management strategies, promote open dialogue about mental health and workload challenges, and encourage the development of a supportive and inclusive workplace culture that prioritizes well-being and teamwork.

Expected Outcomes

1. Participants can identify early signs of burnout in themselves and others.
2. Recognition of factors contributing to burnout (e.g., excessive workload, lack of support).
3. Practice in providing and receiving support effectively.
4. Commitment to fostering work-life balance.

Duration

Approximately 2 hours

Materials Needed

- 1. Storytelling Prompts:** Cards with scenarios or questions to help participants think about youth-friendly work culture.
- 2. Writing Materials:** Flipcharts, markers, sticky notes, and pens for group work and sharing ideas.
- 3. Optional:** Recording devices to capture stories and discussions.

Facilitator's Profile

- **Professional Experience:** Experience in workplace training, mental health advocacy, employee well-being programs, or stress management workshops.
- **Empathy and Emotional Intelligence:** Sensitivity to participants' feelings and the ability to create a safe space for sharing experiences.
- **Facilitation Expertise:** Experience in guiding role-play scenarios, encouraging participation, and managing group dynamics effectively.
- **Burnout and Mental Health:** Deep understanding of burnout, including its causes, symptoms, and effects.
- **Workplace Strategies:** Familiarity with techniques to manage stress, build resilience, and foster a healthy work environment.



Scenario Outline

Introduction (20 minutes)

- 1. Facilitator's Introduction:** Explain the purpose of the session—to use role-playing to discuss how to prevent workplace burnout. Describe how role-playing can help understand and improve workplace culture.
- 2. Set the Scene:** Provide background on why a youth-friendly work culture is important and some of the common challenges young employees face.
- 3. Group Division:** Divide participants into smaller groups to work together during the session.

Icebreaker (10 minutes)

Stress-O-Meter: A simple scale from 1 to 10, where 1-3 represents feeling calm, 4-6 manageable stress, 7-9 feeling stretched thin, and 10 being at burnout alert. Ask participants to reflect on their current stress levels and anonymously share their rating, either by placing sticky notes on a chart (in-person) or using a virtual poll (online). Display the results and facilitate a brief discussion about patterns, contributing factors to stress, and strategies they use to manage it. This activity encourages self-awareness, highlights shared experiences, and builds trust, setting the stage for deeper engagement with the topic of burnout.

ROLE PLAY



Each group **role-plays** their scenario, with one person acting as the employee experiencing burnout and others as colleagues or managers. They **practice having a supportive conversation** about the employee's feelings and potential solutions.

After each role play, participants can **discuss what worked well and what could be improved.**

Reflection and Sharing (10 minutes):

Participants write down **key insights in their reflection journals.**

RESOURCES



Groups draw **resource cards** and **discuss how each strategy** could help the employee in their scenario.

Encourage **creative thinking** about additional support systems that could be implemented in the workplace.



BURNOUT EXPLORATION



Scenario Exploration (15 minutes):

Each group selects a burnout scenario card and reads it aloud.

Scenarios may include:

- An **employee** consistently working late and feeling exhausted.
- A **team** member who is disengaged and unproductive.
- A **manager** overwhelmed by responsibilities with no support.

Groups brainstorm how the employee in the scenario might be feeling and the potential impact on their work and colleagues.

SCENARIO 1



PREPARATION

- **Burnout Scenario Cards:** Prepare cards detailing different burnout scenarios (e.g., chronic stress, feeling overwhelmed, lack of motivation).
- **Resource Cards:** Prepare cards with coping strategies and resources (e.g., mindfulness techniques, time management tips, access to counseling).
- **Reflection Journals:** Small notebooks for participants to jot down insights.

SCENARIO EXAMPLE

Jamie has been managing multiple high-stakes projects **simultaneously**, leading a team of five. Recently, the company secured a major client, **adding pressure** to deliver exceptional results. Jamie has been **working late nights and weekends**, struggling to keep up with **deadlines** while also trying to **support** the team

BURNOUT BREAKTHROUGH

In this interactive session, participants will engage in a role-playing exercise that simulates the journey of an employee experiencing burnout. The goal is to foster understanding, empathy, and practical strategies for identifying and addressing burnout in the workplace.



OBJECTIVES

- Increase awareness of burnout signs and symptoms.
- Encourage supportive conversations about mental health.
- Develop actionable strategies to prevent and manage burnout.

Feedback and Q&A (20 minutes):

- 1. Facilitator's Closing Remarks:** Summarize the key insights from the session and discuss the importance of using role-playing to influence and eliminate workplace burnout.
- 2. Reflection:** Participants share their thoughts on the session and how they plan to apply what they've learned in their workplace.





Reflection Questions:

1. What are the main sources of stress in your daily work life?
2. How do you know when you're starting to feel overwhelmed or burned out?
3. What strategies or habits help you manage stress effectively?
4. How does your workplace environment contribute to or alleviate stress?
5. Are there specific moments or situations where you feel unsupported at work? Why?
6. How comfortable are you discussing stress or burnout with your colleagues or supervisor?
7. Who do you usually turn to for support when you're feeling stressed?
8. How can your team or organization create a more supportive environment for addressing burnout?
9. What changes could you make to your routine or mindset to reduce stress?
10. What would an ideal balance between work responsibilities and personal well-being look like for you?
11. What's one action you can take today to improve your stress management or overall well-being?
12. How can you support a colleague who might be experiencing burnout?



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