Interreg CENTRAL EUROPE

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BURNOUT PREVENT

D1.2.2 TRAINING REPORT

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CONTENT

TRAINING REPORT

This report concerns the implementation of Activity 1.2 “Improving skills of SMEs’ management and employees for burnout prevention”. The activity included the preparation and delivery of a series of training sessions for managers and employees of small and medium-sized enterprises, aimed at increasing awareness and competencies in preventing occupational burnout.

The training programme consisted of modules covering stress and psychosocial risks in the workplace, occupational burnout, and communication and cooperation within teams. An additional training module was dedicated to the COR-SA E tools (for employees) and COR-SA M tools (for managers).

Training materials were developed in line with the thematic scope of each training module. The trainings addressed, among others, early recognition of burnout symptoms, the impact of work overload on mental health, building psychological safety and trust within teams, and improving the quality of communication in the working environment.

The project’s expert partners prepared the training materials and took the form of short, one-page materials (“nuggets”) using infographics and storytelling elements. PowerPoint presentations complemented these, and the COR-SA E and COR-SA M tools were used during the training.

The trainings were implemented by the project’s pilot partners (PP4, PP5, PP6, PP7, PP8, PP9, PP10) in their respective regions. Each partner planned to deliver three training sessions for SMEs—two in-person and one online—totalling at least 60 participants. Both managers and employees participated in the training, enabling a joint approach to addressing occupational burnout at the organisational level. In Poland, at the request of the partner ARMSA (PP9) and following the transfer of funds, the training was delivered by the knowledge partner PP2 – NIOM.

The training report provides a consolidated summary of the activities carried out within Activity 1.2. It includes information submitted by partners implementing the trainings, such as descriptions of the conducted activities and quantitative data on the number of training participants, broken down by delivery format (in-person and online), company size (small, medium, large), participants’ roles (managers and employees), and the represented sector (Industry 4.0, Smart Health, Sustainable Food, Other). The report also presents the results of training quality assessments, trainer competence, usefulness of the knowledge provided, and participant engagement, as well as a summary of the most frequently indicated valuable elements of the training and areas recommended for further development.

One of the project partners, PP6 – Chamber of Padova - did not implement the training within the originally planned timeframe and prepared a mitigation plan to extend the deadline for the final version of the training report until the end of February 2026.

1.1. Trainings in Poland

Summary of the three training sessions conducted in Poland as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.1.1. Statistical Data

1.1.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (Łódź)	3 September 2025	6h (9:00-15:00)	In-person	27
2nd (Warsaw)	4 September 2025	6h (10:00-16:00)	In-person	9
3rd (Online)	10 September 2025	6h (9:00-15:00)	Online	64
Total number of participants				100

Three training sessions were conducted in September 2025: two in-person (Łódź and Warsaw) and one online. The online session had the highest number of participants (64), followed by training conducted in Łódź (27) and Warsaw (9).
The total number of training participants was 100.

1.1.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (Łódź)	19%	81%
2nd (Warsaw)	22%	78%
3rd (Online)	31%	69%

Across all three trainings, the majority of participants were team members. The proportion of team leaders was highest in the online training (31%) and lowest in Łódź (19%).

1.1.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (Łódź)	0%	96%	4%
2nd (Warsaw)	22%	56%	22%
3rd (Online)	23%	72%	5%

Participants from medium-sized companies dominated all three sessions, especially in Łódź (96%) and online (72%). Warsaw had a more balanced representation across small (22%), medium (56%), and large (22%) companies.

1.1.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (Łódź)	0%	96%	0%	4%
2nd (Warsaw)	11%	0%	0%	89%
3rd (Online)	12%	8%	12%	68%

The Łódź training was attended almost exclusively by participants from Smart Health companies (96%). Warsaw had a strong presence of companies categorised as Other (89%), while the online training had a more diverse mix, including Industry 4.0 (12%), Smart Health (8%), Sustainable Food (12%) and Other (68%).

1.1.2. Training Evaluation

1.1.2.1. Overall results (average ratings)

Evaluation Metric	1st (Łódź)	2nd (Warsaw)	3rd (Online)	Total (weighted average)
Training quality	4.85	5.00	4.42	4.59
Trainer competence	4.89	5.00	4.50	4.65
Usefulness of knowledge	4.70	5.00	4.34	4.50
Engagement of methods	4.52	4.67	3.78	4.06
Average score	4.74	4.92	4.26	**4.64**

The closed-ended questions were scored on a scale from 1 (lowest) to 5 (highest). Regarding the areas of training quality, trainer competence, usefulness of knowledge, and engagement of methods, the highest ratings were recorded during the in-person training held in Warsaw.
The on-site training in Warsaw received the highest ratings (4.92/5), while the online training received the lowest (4.27/5). However, all three training courses were rated very highly. The average rating for all training courses combined is 4.64.

1.1.2.2. Detailed results

Evaluation Metric	1st (Łódź)	2nd (Warsaw)	3rd (Online)
Training quality	85% excellent, 15% good	100% excellent	42% excellent, 58% good
Trainer competence	89% excellent, 11% good	100% excellent	50% excellent, 50% good

Usefulness of knowledge	70% very useful, 30% useful	100% very useful	42% very useful, 50% useful, 8% moderate
Engagement of methods	67% very much, 18% quite a bit, 15% somewhat	67% very much, 33% quite a bit	19% very much, 46% quite a bit, 31% somewhat, 4% slightly
Most valuable elements	burnout, stress management, communication, COR-SA model	real-life examples, theory-practice balance, stress coping, practical tools	burnout module, supportive communication, stress causes and prevention, COR-SA model
Topics for further development	relaxation techniques, burnout, communication, boundary setting	assertiveness, stress management, work organisation, communication	communication for leaders, assertiveness, relaxation techniques, mediation and conflict resolution

All training sessions received positive evaluations. Warsaw scored highest across all metrics, with all participants rating the quality of the training, the trainer's competence, and the usefulness of the knowledge as excellent or very useful. Online training received more varied feedback, particularly regarding engagement and usefulness. Common valuable elements included burnout prevention, stress management, and communication. Suggested topics for further development were similar, consistently including communication, assertiveness, and relaxation techniques.

1.1.3. Conclusions

• High participation and engagement: Three sessions gathered 100 participants in total, with the largest group attending the online training (64 participants). In-person sessions in Łódź and Warsaw attracted 27 and 9 participants respectively, confirming strong interest in burnout prevention across different formats.
• Diverse participant profiles: Medium-sized companies dominated (Łódź – 96%), while Warsaw had a more balanced mix of small, medium, and large enterprises. Sector-wise, Smart Health prevailed in Łódź, and the online session attracted a broader mix, including Industry 4.0, Smart Health, Sustainable Food, and Other.
• Positive training evaluations: All sessions were rated highly, with an overall weighted average of 4.64/5. Warsaw achieved the highest ratings (4.92/5), followed by Łódź (4.74/5), while the online training scored slightly lower (4.26/5). Trainer competence and training quality were consistently strong across all sessions.
• Clear demand for practical content: Participants valued modules on burnout prevention, stress management, supportive communication, and the COR-SA model. Real-life examples and practical tools were highlighted as particularly useful.
• Topics for further development: Suggested areas included relaxation techniques, assertiveness, constructive communication, stress management, and boundary setting, confirming the need for deeper, practice-oriented modules.
• Format insights: Online delivery proved effective for reaching a large audience but showed lower engagement and satisfaction compared to in-person sessions. This suggests the need for enhanced interactivity in virtual formats while maintaining face-to-face options for sensitive topics.

1.2. Trainings in Germany

Summary of the three training sessions conducted in Germany as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.2.1. Statistical Data

1.2.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (Stuttgart)	13 October 2025	7h (9:30-16:30)	In-person	22
2nd (Wangen)	16 & 17 October 2025	7h (9:30-13:00 & 9:30-13:00)	In-person	21
3rd (Konstanz)	6 November 2025	7,5h (9:30-17:00)	In-person	24
Total number of participants				67

Three training sessions were conducted in October and November 2025: all three were held in person (Stuttgart, Wangen, Konstanz). The second session was held in two parts. The third session had the highest number of participants (24), followed by the Stuttgart (22) and Wangen (21) sessions.
The total number of training participants was 67.

1.2.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (Stuttgart)	9%	91%
2nd (Wangen)	40%	60%
3rd (Konstanz)	20,8%	79,2%

Across all three trainings, the majority of participants were team members. The proportion of team leaders was highest in Wangen (40%) and lowest in Stuttgart (9%).

1.2.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (Stuttgart)	100%	0%	0%
2nd (Wangen)	0%	100%	0%
3rd (Konstanz)	100%	0%	0%

Participants from small-sized companies predominated, particularly in Stuttgart (100%) and Konstanz (100%). In Wangen, the participants came from a medium-sized company.

1.2.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (Stuttgart)	100%	0%	0%	0%
2nd (Wangen)	0%	100%	0%	0%
3rd (Konstanz)	100%	0%	0%	0%

The training sessions in Stuttgart and Konstanz were attended exclusively by participants from Industry 4.0 companies (100%). In Wangen, there was a strong presence of companies categorised as Smart Health (100%).

1.2.2. Training Evaluation

1.2.2.1. Overall results (average ratings)

Evaluation Metric	1st (Stuttgart)	2nd (Wangen)	3rd (Konstanz)	Total (weighted average)
Training quality	4.41	4.90	4.46	4.51
Trainer competence	4.64	4.81	4.50	4.64
Usefulness of knowledge	4.45	4.67	4.42	4.53
Engagement of methods	4.64	4.71	4.48	4.61
Average score	4.54	4.77	4.47	**4.58**

The closed-ended questions were scored on a scale from 1 (lowest) to 5 (highest). Regarding the areas of training quality, trainer competence, usefulness of knowledge, and engagement of methods, the highest ratings were recorded during the in-person training held in Wangen.
The on-site training in Wangen received the highest ratings (4.77/5), while the training in Konstanz received the lowest (4.47/5). However, all three training courses were rated very highly. The average rating for all training courses combined is 4.58.

1.2.2.2. Detailed results

Evaluation Metric	1st (Stuttgart)	2nd (Wangen)	3rd (Konstanz)
Training quality	55% excellent, 32% good, 14% average	90% excellent, 10% good	46% excellent, 54% good
Trainer competence	64% excellent, 36% good	81% excellent, 19% good	50% excellent, 50% good
Usefulness of knowledge	55% very useful, 36% useful, 9% moderate	71% very useful, 24% useful, 5% moderate	52% very useful, 43% useful, 5% moderate

Engagement of methods	64% very much, 36% quite a bit	71% very much, 24% quite a bit, 5% somewhat	48% very much, 52% quite a bit
Most valuable elements	open exchange, experience report and solutions, theory for the early detection of symptoms, stress, and how it works	communication and relationship, exchange of experience, best practice, exercises	communication, exchange, exercises, stress – how it works
Topics for further development	Prevention, dealing with the team, dealing with highly stressful phases, and leadership skills	early detection, leadership skills, more early detection, physical reactions	physical reactions, self-reflection, leadership skills, team dynamics

The Wangen session scored highest across all metrics, with 90% rating training quality as excellent and 81% rating the trainer's competence at the top level. Stuttgart also performed strongly, though with slightly more varied feedback. Konstanz showed balanced ratings, with all participants marking quality and trainer competence as good or excellent. Across all sessions, knowledge usefulness was rated very high, and engagement methods were well received, especially in Wangen and Stuttgart. Participants most valued open exchange, practical exercises, and stress-management strategies. Suggested future topics included leadership skills, early burnout detection, and physical reactions to stress.

1.2.3. Conclusions

- Strong participation and engagement: Three in-person sessions gathered 67 participants in total, with balanced attendance across Stuttgart (22), Wangen (21), and Konstanz (24). No online training was conducted, confirming a preference for face-to-face interaction.
- Diverse participant profiles: Participants came mainly from small companies (Stuttgart and Konstanz, 100%) and from one medium-sized company in Wangen. Sector-wise, Stuttgart and Konstanz were exclusively Industry 4.0 (100%), while Wangen focused entirely on Smart Health (100%). This indicates targeted interest from specialised sectors rather than broad diversity.
- Consistent positive evaluations: All trainings were rated highly. Trainer competence and engagement methods were particularly appreciated across all sessions.
- Common valuable elements: Open exchange, practical exercises, and stress management strategies were highlighted as most beneficial.
- Demand for further development: Suggested topics included leadership skills, early detection of burnout symptoms, and physical stress reactions, indicating a need for deeper, practice-oriented modules.
- Format insights: In-person delivery proved effective for engagement and satisfaction, reinforcing the recommendation to maintain face-to-face formats for sensitive topics like burnout prevention.

1.3. Trainings in Slovakia

Summary of the three training sessions conducted in Slovakia as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.3.1. Statistical Data

1.3.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (Bučany)	8 October 2025	6h (9:00-15:00)	In-person	17
2nd (Bratislava)	28 October 2025	6h (9:00-15:00)	In-person	17
3rd (Online)	24 & 25 October 2025	5h (14:00-16:00 & 16:00-19:00)	Online	26
Total number of participants				60

Three training sessions were conducted in October 2025: two in-person (Bučany and Bratislava) and one online. The third session was held in two parts. The online session had the highest number of participants (26), followed by training conducted in Bučany (17) and Bratislava (17).
The total number of training participants was 60. Not all participants completed the satisfaction survey.

1.3.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (Bučany)	53%	47%
2nd (Bratislava)	24%	76%
3rd (Online)	60%	40%

The total number of team members and team leaders who participated in the training courses is similar. The proportion of team leaders was highest in the online group (60%) and lowest in Bratislava (24%).

1.3.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (Bučany)	41%	59%	0%
2nd (Bratislava)	59%	12%	29%
3rd (Online)	77%	23%	0%

Participants from small-sized companies predominated, particularly in the online group (77%). In Bučany, most of the participants came from a medium-sized company.

1.3.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (Bučany)	65%	2.5%	2.5%	30%
2nd (Bratislava)	47%	6%	0%	47%
3rd (Online)	30%	23%	7%	38%

Across all trainings, Industry 4.0 was the most common focus, though its share steadily decreased from Bučany (65%) to Bratislava (47%) and the online session (30%). Smart Health became significantly more prominent online (23%) compared with minimal interest in Bučany and Bratislava. Sustainable Food remained marginal overall, reaching only 7% online. The "Other" category was relatively high in all trainings, peaking in Bratislava (47%). Overall, the online training showed the greatest diversity of topics.

1.3.2. Training Evaluation

1.3.2.1. Overall results (average ratings)

Evaluation Metric	1st (Bučany)	2nd (Bratislava)	3rd (Online)	Total (weighted average)
Training quality	3.64	4.64	4.42	4.22
Trainer competence	3.14	4.45	4.58	4.16
Usefulness of knowledge	3.57	4.27	4.62	4.24
Engagement of methods	3.21	4.27	4.62	4.12
Average score	3.39	4.41	4.56	**4.23**

The closed-ended questions were scored on a scale from 1 (lowest) to 5 (highest). Regarding the areas of training quality, trainer competence, usefulness of knowledge, and engagement of methods, the highest ratings were recorded during the online training held in November.
The training in Bučany received the lowest overall score (3.39/5), while the online training achieved the highest (4.56/5). The in-person session in Bratislava was also rated very positively (4.41/5).
However, all three training courses were evaluated favourably, confirming the relevance of the topic and the effectiveness of the approach. The average rating for all training courses combined is 4.23.
Across all sessions, the usefulness of knowledge was rated the highest (4.24), followed by training quality (4.22), trainer competence (4.16), and engagement of methods (4.12).

1.3.2.2. Detailed results

Evaluation Metric	1st (Bučany)	2nd (Bratislava)	3rd (Online)
Training quality	28.6% excellent, 42.9% good, 7.1% poor, 21.4% very poor	72.7% excellent, 18.2% good, 9.1% average	42% excellent, 58% good
Trainer competence	7.1% excellent, 57.1% good, 7.1% average, 28.6% very poor	54.5% excellent, 36.4% good, 9.1% average	58% excellent, 42% good
Usefulness of knowledge	21.4% very useful, 35.7% useful, 14.3% moderate, 28.6% slightly useful	54.5% very useful, 18.2% useful, 27.3% moderate	80% very useful, 20% slightly useful
Engagement of methods	50% quite a bit, 21.4% somewhat, 14.3% slightly, 14.3% not at all	63.6% very much, 36.4% somewhat	80% very much, 20% somewhat
Most valuable elements	practical group exercises, ways to reduce stress, becoming aware of things we often already know, and realising that almost everyone shares the problems I have in the group	mutual sharing and discussion with other participants, practical exercises, feedback from the lecturer, theory - understanding whether what I am experiencing is really burnout	joint practical team activities, starting to talk about things they never talked about before - "getting people to open up", information on how to cope with stress, information on how to communicate with colleagues, BONUS: the guest speaker
Topics for further development	communication and Human Relations, assertiveness, procrastination, building Self-Confidence	how to manage stress, constructive communication, constructive feedback, soft skills development	a deeper look into how we can identify burnout, symptoms, and stages in depth, constructive communication, mental hygiene / self-care, and well-being management

The online session scored highest in engagement and usefulness, with 80% of participants rating both aspects at the highest level. The Bratislava training also performed strongly, achieving 72.7% excellent ratings for training quality, and over half of the participants (54.5%) rated the trainer's competence as excellent. The Bučany session showed more varied feedback, with some participants marking lower scores for quality and trainer competence, though practical exercises and stress-reduction strategies were highly valued. Across all sessions, knowledge usefulness was rated positively, especially in the online training (80% very useful). Engagement methods were well received in Bratislava and online formats, while Bučany participants expressed interest in more interactive elements. Participants most valued practical exercises, open discussions, and stress-management techniques, and suggested future topics such as constructive communication, burnout identification, and self-care strategies.

1.3.3. Conclusions

• Active participation and engagement: Three sessions gathered 60 participants in total, with the largest group attending the online training (26). Not all participants completed the satisfaction survey.
• Varied participant profiles: Representation from companies of different sizes and sectors, with a strong presence of small businesses and Industry 4.0 companies, indicates a broad interest in burnout prevention.
• Positive training evaluations: The online session achieved the highest overall score (4.56/5), followed by Bratislava (4.41/5). Bučany received more mixed ratings (3.39/5), suggesting room for improvement in trainer delivery and engagement.
• Clear demand for practical content: Participants consistently valued interactive exercises, open discussions, and stress-management strategies, highlighting the importance of hands-on approaches.
• Topics for further development: Suggested areas included constructive communication, burnout identification, self-care strategies, and soft skills development, confirming the need for deeper, practice-oriented modules.
• Format insights: Online delivery proved effective for reaching a larger audience and was highly rated for usefulness and engagement, while in-person sessions offered richer interaction and peer exchange.

1.4. Trainings in Croatia

Summary of the three training sessions conducted in Croatia as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.4.1. Statistical Data

1.4.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (Zadar)	21 & 23 October 2025	6h (12:00-15:00 & 12:00-15:00)	In-person	13
2nd (Zadar)	28 & 30 October 2025	7h 30m (12:00-15:45 & 12:00-15:45)	In-person	10
3rd (Online)	4 & 6 November 2025	6h 20m (12:00-15:10 & 12:00-15:10)	Online	42
4th (Benkovac)	24 & 27 November	6h (13:00-16:00 & 13:00-16:00)	In-person	25
Total number of participants				90

Four training sessions were conducted in October and November 2025: three in-person (two in Zadar and one in Benkovac) and one online. Every session was held in two parts. The online session had the highest number of participants (42), followed by training conducted in Benkovac (25) and Zadar (13 & 10).
The total number of training participants was 90. Not all participants completed the satisfaction survey.

1.4.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (Zadar)	31%	69%

2nd (Zadar)	50%	50%
3rd (Online)	38%	62%
4th (Benkovac)	32%	68%

The training sessions were attended mainly by team members, with team leaders also in attendance. The proportion of team leaders was highest in Zadar during the second training (50%) and lowest in Zadar during the first training (31%).

1.4.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (Zadar)	15%	0%	15%
2nd (Zadar)	80%	0%	0%
3rd (Online)	40%	36%	0%
4th (Benkovac)	0%	0%	100%

Participants from small-sized companies predominated, particularly in the Zadar sessions (80%). In Benkovac, all participants came from a large company. It should be noted that not all participants were able to report their company's size, as other types of institutions employed some.

1.4.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (Zadar)	15%	0%	0%	15%
2nd (Zadar)	20%	0%	0%	50%
3rd (Online)	5%	0%	0%	71%
4th (Benkovac)	100%	0%	0%	0%

The first three trainings included participants mostly from the “Other” workplace category, and their share increased steadily from 15% in the first training to 50% in the second and 71% in the third. The number of participants in Industry 4.0 was very small in the first three trainings (only 2 each time). In contrast, the fourth training consisted entirely of participants from Industry 4.0, representing 100% of the group. No participants across any of the trainings worked in Smart Health or Sustainable Food. Overall, the data shows that the earlier trainings attracted people from more diverse workplace backgrounds, while the fourth training was targeted exclusively at workers from the Industry 4.0 sector.

Not all training participants were employed by companies - some were employed by public institutions (or had other forms of employment) and were not included in the data in the table.

1.4.2. Training Evaluation

1.4.2.1. Overall results (average ratings)

Evaluation Metric	1st (Zadar)	2nd (Zadar)	3rd (Online)	4th (Online)	Total (weighted average)
Training quality	4.64	4.78	4.55	4.42	4.54
Trainer competence	4.73	4.78	4.70	4.47	4.60
Usefulness of knowledge	4.27	4.44	4.47	4.21	4.28
Engagement of methods	4.09	4.00	4.40	4.26	4.35
Average score	4.43	4.50	4.53	4.34	**4.48**

The closed-ended questions were scored on a scale from 1 (lowest) to 5 (highest). Regarding the areas of training quality, trainer competence, usefulness of knowledge, and engagement of methods, the highest ratings were recorded during the online training held in November.
The online session achieved the highest overall score (4.53/5), while the training in Benkovac received the lowest (4.34/5). The in-person sessions in Zadar were also rated very positively (4.43/5 and 4.50/5).
However, all four training courses were evaluated favourably, confirming the relevance of the topic and the effectiveness of the approach. The average rating for all training courses combined is 4.48.
Across all sessions, trainer competence was rated the highest (4.60), followed by training quality (4.54), engagement of methods (4.35), and usefulness of knowledge (4.28).

1.4.2.2. Detailed results

Evaluation Metric	1st (Zadar)	2nd (Zadar)	3rd (Online)	4th (Benkovac)
Training quality	63.6% excellent, 36.4% good	72.8% excellent, 22.2% good	72.4% excellent, 24.1% good, 3.5%	52.6% excellent, 36.8% good, 5.3% average, 5.3% very poor
Trainer competence	72.7% excellent, 27.3% good	77.8% excellent, 22.2% good	73.3% excellent, 23.4% good, 3.3% average	63.1% excellent, 31.6% good, 5.3% average
Usefulness of knowledge	54.5% very useful, 18.2% useful, 27.3% moderate	55.6% very useful, 33.3% useful, 11.1% moderate	63.4% very useful, 30% useful, 3.3% moderately useful, 3.3% slightly useful	31.6% very useful, 47.3% useful, 15.8% moderately useful, 5.3% not useful
Engagement of methods	18.2% very much, 72.7% quite a bit, 9.1% somewhat	33.3% very much, 33.3% quite a bit, 33.3% somewhat	33.3% very much, 43.4% quite a bit,	26.3% very much, 26.3% quite a bit,

			20% somewhat, 3.3% not at all	42.1% somewhat, 5.3% not at all
Most valuable elements	to realise that occupational burnout is actually a real thing, stress relief exercises, discussions and sharing experiences, examples of problems and situations, how to tackle them, and how to train yourself to handle them	stages of burnout, exercises for reducing burnout, examples from practice, tools for burnout prevention, solving problems and talking to each other about this topic, expert explanation of the concept of stress, how it occurs, how to prevent it, and how to treat it	phases of burnout and the recognition of their symptoms, recognising burnout in general, prevention, how we can help ourselves and sharing experiences, specific exercises, e.g., relaxation, presented strategies for coping with stress and examples from practice	recognising different types of people and communication skills, relaxation methods, stress detection and burnout prevention, stress control and communication methods
Topics for further development	conducting training in-house (at our company), communication skills, and greater involvement of directors/team leaders in such trainings	public speaking and presentation skills, negotiation skills, and more tools for tackling burnout, supported by examples from real-life situations based on the experiences received	communication - learning to communicate correctly and effectively, leadership, negotiation, everything that can be useful for human resource development, how to spot a problem yourself and fight for yourself, instead of expecting someone else to do it for you	communication with clients, decision-making style, how to separate private and professional life, control of the situation and discussion

The online session achieved the highest ratings for training quality and trainer competence, with over 72% of participants marking these aspects as excellent. The second Zadar training also performed strongly, with nearly 73% rating the quality as excellent and 78% rating the trainer's competence at the top level. The first Zadar session yielded slightly more varied feedback, though it was still positive. At the same time, the Benkovac training had the most mixed results, including a small share of lower ratings for quality and usefulness. Across all sessions, knowledge usefulness was rated positively, especially in the online training (63% very useful), while engagement methods were strongest in the second Zadar session and online format. Participants most valued practical exercises, stress-management techniques, and open discussions, and suggested future topics such as communication skills, leadership, negotiation, and tools for burnout prevention.

1.4.3. Conclusions

• High participation and engagement: Four sessions gathered 90 participants in total, with the largest group attending the online training (42).
• Diverse participant profiles: Participants represented various company sizes and sectors, including Industry 4.0 and service-oriented businesses, with most not employed in enterprises. Not all training participants were employed by companies - some were employed by public institutions (or had other forms of employment).
• Positive training evaluations: All sessions were rated highly, with the online training achieving the highest overall score (4.53/5) and the second Zadar session following closely (4.50/5). The Benkovac training showed more varied feedback (4.34/5), suggesting room for improvement in engagement.
• Clear demand for practical content: Participants consistently valued interactive exercises, stress-management techniques, and communication tools.
• Topics for further development: Suggested areas included communication skills, leadership, negotiation, and burnout prevention strategies, confirming the need for deeper, practice-oriented modules.
• Format insights: Online delivery proved effective for reaching a large audience and maintaining high ratings, while in-person sessions offered richer interaction and personalised exercises.

1.5. Trainings in Slovenia

Summary of the three training sessions conducted in Slovenia as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.5.1. Statistical Data

1.5.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (Online)	15 & 16 October 2025	3h (12:30-15:30)	Online	19
2nd (Ljubljana)	11 November 2025	6h (09:00-15:00)	In-person	12
3rd (Ljubljana)	1 November 2025	6h (09:00-15:00)	In-person	27
Total number of participants				58

Three training sessions were conducted in October and November 2025: two in-person (both in Ljubljana) and one online. The third session, conducted in Ljubljana, had the highest number of participants (27), followed by the online training (19) and the second session in Ljubljana (12).
The total number of training participants was 58. Not all participants completed the satisfaction survey.

1.5.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (Online)	47%	53%
2nd (Ljubljana)	50%	50%

3rd (Ljubljana)	33%	67%

Team members slightly outnumbered team leaders among training participants. The proportion of team leaders was highest in Ljubljana during the second training (50%) and lowest in Ljubljana during the third training (33%).

1.5.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (Online)	16%	26%	58%
2nd (Ljubljana)	42%	8%	50%
3rd (Ljubljana)	0%	0%	100%

Participants from large companies predominated, particularly in the Ljubljana session (100%). Representatives from small and medium-sized enterprises were also present during the other training sessions.

1.5.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (Online)	0%	0%	95%	5%
2nd (Ljubljana)	0%	0%	83%	17%
3rd (Ljubljana)	0%	0%	100%	0%

Participation was almost entirely focused on Sustainable Food in all trainings (95%, 83%, and 100%). Industry 4.0 and Smart Health were not represented in any session. The “Other” category appeared only in the first two trainings (5% and 17%) and was absent in the third. Over time, the focus on Sustainable Food increased, reaching full concentration in the last training. The second training was the most diverse, but still dominated by Sustainable Food.

1.5.2. Training Evaluation

1.5.2.1. Overall results (average ratings)

Evaluation Metric	Assessment from all training sessions
Training quality	4.45
Trainer competence	4.53
Usefulness of knowledge	4.45

Engagement of methods	4.33
Average score (weighted)	**4.44**

The overall assessment of the training sessions was very positive. Training quality and the usefulness of knowledge both scored 4.45, indicating strong satisfaction with content and relevance. Trainer competence received the highest rating of 4.53, indicating that participants valued expertise and delivery. Engagement of methods scored slightly lower at 4.33, suggesting room for improvement in interactive approaches. The weighted average across all metrics was 4.44, confirming a consistently high level of participant satisfaction. Unfortunately, it is not possible to compare the results between individual training sessions, as all responses were combined in the database received. This was due to issues encountered during satisfaction survey collection and the use of a single shared link for all three sessions.

1.5.2.2. Detailed results

Evaluation Metric	Assessment from all training sessions
Training quality	55% excellent, 36% good, 9% average
Trainer competence	64% excellent, 27% good, 7% average, 2% poor
Usefulness of knowledge	56% very useful, 35% useful, 5% moderate, 4% slightly useful
Engagement of methods	45% very much, 42% quite a bit, 19% somewhat
Most valuable elements	stress management tools and techniques, burnout awareness and recognition, self-insight and personal development, group interaction and shared experience
Topics for further development	stress management and emotional regulation skills, relaxation, breathing, and mindfulness techniques, setting boundaries and switching off after work, constructive communication and conflict-resolution skills

Participants highly rated the training sessions. A majority (55%) rated the overall training quality as excellent, and 36% as good, with only 9% rating it as average. Trainer competence received the strongest ratings, with 64% excellent and 27% good, confirming high satisfaction with delivery and expertise. The usefulness of knowledge and skills was also highly valued, with 56% describing it as very useful and 35% as useful. Method engagement was slightly lower, though still positive, with 45% indicating they were engaged "very much" and 42% "quite a bit." Participants highlighted stress management tools and techniques, burnout awareness and recognition, self-insight and personal development, and group interaction as the most valuable elements of the training. For future development, they expressed interest in stress management and emotional regulation skills, relaxation and mindfulness techniques, setting boundaries and disconnecting after work, and improving constructive communication and conflict-resolution skills.

Unfortunately, it is not possible to compare results between individual training sessions, as all responses were combined in a single database. This was due to issues encountered during survey collection and to the use of a single shared link for all three sessions.

1.5.3. Conclusions

• Good participation and engagement: Three sessions gathered 58 participants in total, with the largest group attending the third in-person training in Ljubljana (27). The first session was delivered online (19 participants), and the second was held in person (12 participants). The number of training participants is slightly lower than stated in the application (60).
• Diverse participant profiles: Participants came mainly from large companies, with limited representation from small and medium-sized enterprises. Sector-wise, participation was almost entirely focused on Sustainable Food (95%, 83%, and 100%), with no representation from Industry 4.0 or Smart Health.
• Positive training evaluations: All sessions were rated highly, with average scores of 4.45 for training quality, 4.53 for trainer competence, 4.45 for the usefulness of the knowledge, and 4.33 for the engagement of the methods. The overall weighted average was 4.44, confirming strong participant satisfaction. It is not possible to compare results across individual sessions, as all responses were combined into a single database due to survey-collection issues and the use of a single shared link for all three trainings.
• Clear demand for practical content: Participants consistently valued stress-management tools and techniques, burnout awareness and recognition, self-insight and personal development, and group interaction.
• Topics for further development: Suggested areas include stress management and emotional regulation, relaxation and mindfulness techniques, setting boundaries and disconnecting after work, and constructive communication and conflict-resolution.
• Format insights: Online delivery proved effective for reaching participants, but in-person sessions offered richer interaction and group activities, which were highly appreciated.

1.6. Trainings in Hungary

Summary of the eight training sessions conducted in Hungary as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.6.1. Statistical Data

1.6.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (Budapest)	26 September 2025	7h (09:00-16:00)	In-person	19
2nd (Budapest)	2 October 2025	7h (09:00-16:00)	In-person	17
3rd (Budapest)	20 October 2025	7h (09:00-16:00)	In-person	15
4th (Online)	7 & 14 November 2025	6h (10:00-13:00 & 10:00-13:00)	Online	28 + 25
5th (Budapest)	14 November 2025	7h (09:00-16:00)	In-person	15
6th (Budapest)	17 November 2025	7h (09:00-16:00)	In-person	18
7th (Budapest)	21 November 2025	7h (09:00-16:00)	In-person	19
8th (Budapest)	25 November 2025	7h (09:00-16:00)	In-person	16

Total number of participants	172

Eight training sessions were conducted in September, October, and November 2025: seven in-person (each in Budapest) and one online. The fourth session, conducted online, had the highest number of participants (28+25). Among the in-person training sessions, the highest number of participants attended the 1st and 7th meetings, which took place in Budapest.
The total number of training participants was 172. Not all participants completed the satisfaction survey.

1.6.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (Budapest)	31.6%	68.4%
2nd (Budapest)	53%	47%
3rd (Budapest)	26.7%	73.3%
4th (Online) Part 1	26.9%	73.1%
4th (Online) Part 2	35%	65%
5th (Budapest)	13.3%	86.7%
6th (Budapest)	58.8 %	41.2%
7th (Budapest)	26.7%	73.3%
8th (Budapest)	38.5%	61.5%

Across almost all eight training sessions, the majority of participants were team members (except in the second and eighth sessions). The proportion of team leaders was highest during the sixth training in Budapest (58,8%) and lowest during the fifth training in Budapest (13,3%).

1.6.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (Budapest)	0%	100%	0%
2nd (Budapest)	23.5%	64.7%	11.7%
3rd (Budapest)	0%	0%	100%
4th (Online) Part 1	26.9%	7.7%	65%
4th (Online) Part 2	25%	10%	65%
5th (Budapest)	0%	0%	100%

6th (Budapest)	5.9%	64.7%	29.4%
7th (Budapest)	0%	100%	0%
8th (Budapest)	0%	100%	0%

Participants from large companies were most prominent in the third and fifth trainings (Budapest), both with 100% representation. Online sessions (4th training, Parts 1 and 2) also had a high share of large enterprises (65% each), suggesting that online delivery attracted bigger organisations.
Medium-sized companies dominated the first training (100%) and were common in the second and sixth (64.7% each). The seventh and eighth trainings were attended exclusively by medium-sized companies (100%).
Small companies appeared only occasionally, mainly in the second training (23.5%), both parts of the fourth (26.9% and 25%), and the sixth (5.9%), indicating lower engagement compared to medium and large firms.

1.6.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (Budapest)	0%	0%	0%	100%
2nd (Budapest)	0%	0%	0%	100%
3rd (Budapest)	0%	0%	0%	100%
4th (Online) Part 1	11.5%	0%	0%	88.5%
4th (Online) Part 2	25%	0%	0%	75%
5th (Budapest)	0%	0%	0%	100%
6th (Budapest)	0%	0%	0%	100%
7th (Budapest)	0%	0%	0%	100%
8th (Budapest)	0%	0%	0%	100%

Participation was entirely in the “Other” category across most training sessions (100% in sessions 1–3 and 5–8). Industry 4.0 appeared in only the two parts of the 4th training (11.5% and 25%), while Smart Health was not represented in any session. Sustainable Food was completely absent throughout all trainings. The 4th training was the most diverse, introducing Industry 4.0 alongside “Other,” though the latter still dominated it. All other sessions showed full focus on “Other,” with no variation over time.

1.6.2. Training Evaluation

1.6.2.1. Overall results (average ratings)

Evaluation Metric	1st (Budapest)	2nd (Budapest)	3rd (Budapest)	4th (Online) Part 1	4th (Online) Part 2
Training quality	4.39	4.73	4.24	4.73	4.75
Trainer competence	4.78	5.00	4.14	4.88	4.95

Usefulness of knowledge	4.17	4.67	4.00	4.35	4.60
Engagement of methods	4.28	4.80	4.14	4.62	4.50
Average score	4.41	4.80	4.10	4.65	**4.70**

Evaluation Metric	5th (Budapest)	6th (Budapest)	7th (Budapest)	8th (Budapest)	Total (weighted average)
Training quality	4.07	3.71	4.00	4.85	4.40
Trainer competence	4.00	4.06	4.44	5.00	4.61
Usefulness of knowledge	4.13	3.35	3.63	4.85	4.20
Engagement of methods	3.67	3.94	4.06	4.69	4.32
Average score	3.97	3.77	4.03	4.85	**4.38**

The overall assessment of the training sessions was positive, with a weighted average score of 4.38, indicating solid participant satisfaction. Trainer competence received the highest overall rating at 4.61, showing strong appreciation for expertise and delivery. Training quality followed closely at 4.40, while the usefulness of the knowledge scored 4.20, suggesting the content was generally relevant but with some room for improvement. Method engagement was slightly lower at 4.32, suggesting potential enhancements to interactive approaches.
The highest-rated individual session was the 8th training (Budapest) with an average score of 4.85, while the lowest was the 6th training (Budapest) with an average score of 3.77, indicating variability across sessions.

1.6.2.2. Detailed results

Evaluation Metric	1st (Budapest)	2nd (Budapest)	3rd (Budapest)	4th (Online) Part 1	4th (Online) Part 2
Training quality	44.4% excellent, 50% good, 5.6% average	73.3% excellent, 26.7% good	35.7% excellent, 57.1% good, 7.1% average	76.9% excellent, 19.5% good, 3.8% average	75% excellent, 25% good
Trainer competence	77.8% excellent, 22.2% good	100% excellent	50% excellent, 35.7% good, 7.1% average, 7.1% poor	88.5% excellent, 11.5% good	95% excellent, 5% good

Usefulness of knowledge	33.3% very useful, 50% useful, 16.7% moderate	66.7% very useful, 33.3% useful	35.7% very useful, 50% useful, 7.1% moderately useful, 7.1% slightly useful	50% very useful, 42.3% useful, 7.7% moderately useful	70% very useful, 25% useful, 5% moderately useful
Engagement of methods	33.3% very much, 61.1% quite a bit, 5.6% somewhat	80% very much, 20% quite a bit	35.7% very much, 42.9% quite a bit, 21.4% somewhat	61.5% very much, 38.5% quite a bit	65% very much, 30% quite a bit, 5% somewhat
Most valuable elements	stress release techniques, psychosocial risks, breathing techniques, and details of burnout	stress management, each other's shared experiences (same problems everywhere), group activities, and empathy activity	activities, group activities, stress release techniques, assertive communication	group work and sharing common experiences, psychosocial risks, theory, and stages of burnout	relaxation exercise, proactive stress management, all, talking about everyday situations
Topics for further development	how to come back from burnout, stress release techniques, burnout prevention	dealing with stress, (in-house) communication, how to reflect on a burnt-out colleague, and empathy development	stress release techniques, communication, more activities, and relaxation	how to prevent burnout - techniques, soft skills, communication at the workplace, stress release, evaluation of psychosocial risks	stress release exercises, mindfulness/ breathing/ relaxing

Evaluation Metric	5th (Budapest)	6th (Budapest)	7th (Budapest)	8th (Budapest)
Training quality	26.7% excellent, 66.7% good, 6.7% average	5.9% excellent, 82.4% good, 11.8% average	37.5% excellent, 50% good, 12.5% average	84.6% excellent, 15.4% good
Trainer competence	26.7% excellent, 46.7% good, 26.7% average	41.2% excellent, 47.1% good, 11.8% average	62.5% excellent, 31.3% good, 6.3% average	100% excellent
Usefulness of knowledge	33% very useful, 60% useful, 6.7% moderately useful	5.9% very useful, 58.8% useful, 35.3% moderately useful	25% very useful, 43.8% useful, 31.3% moderately useful	84.6% very useful, 15.4% useful
Engagement of methods	6.7% very much, 53.3% quite a bit, 40% somewhat	11.8% very much, 70.6% quite a bit, 17.6% somewhat	25% very much, 68.8% quite a bit, 6.3% somewhat	69.2% very much, 30.8% quite a bit

Most valuable elements	group activity, relaxation, stages of burnout, stress management	group activities, signs of burnout, relaxation	group activities, pair activities, relax, and about burnout	group activities, stress management, relaxation, theory
Topics for further development	more activities, stress release, burnout, more concrete techniques	stress and stress management, burnout, prevention of stress and of burnout, education for leaders, especially	stress management, self-development, relaxation/ meditation, more techniques for preventing burnout	stress release/ management, communication, more of all this, breathing, and sleep disorders

Participants highly rated the training sessions. Most assessed overall training quality as excellent or good, with the 2nd and 8th trainings achieving over 73% and 84% excellent ratings. Even in lower-scoring sessions, quality was mostly rated as good, confirming strong content delivery. Trainer competence received the highest ratings, with several sessions reaching 100% excellent and others above 88%, showing high confidence in trainers' expertise. The usefulness of knowledge was also valued, with most sessions having over half of participants rating it as "very useful" or "useful." The 8th training stood out at 84.6% very useful, confirming relevance and applicability. Method engagement was generally positive, with many sessions reporting strong interaction, e.g., 80% "very much" engaged in the 2nd training. Some sessions were less interactive, suggesting room for improvement. Participants highlighted stress management techniques, burnout awareness, relaxation exercises, and group activities as most valuable. For future development, they expressed interest in stress release, emotional regulation, mindfulness, burnout prevention, and better workplace communication.

1.6.3. Conclusions

• High participation and engagement: Eight sessions attracted a substantial number of participants, with most training sessions held in Budapest and one delivered online in two parts. The online format attracted the most diverse group, while in-person sessions ensured continuity and strong attendance.

• Participant profiles: Almost all participants came from companies categorised as "Other." Industry 4.0 appeared only in the online training (11.5% and 25%). No representation from Smart Health or Sustainable Food.

• Positive training evaluations: Weighted average score 4.38. Trainer competence was highest (4.61), followed by training quality (4.40) and usefulness of knowledge (4.20). Engagement of methods scored 4.32. The 8th training received the top rating (4.85), while the 6th received the lowest (3.77).• Clear demand for practical content: Participants consistently valued stress management techniques, burnout awareness, relaxation exercises, and group activities as the most beneficial elements of the training.

• Topics for further development: Suggested areas include stress-relief and emotional-regulation skills, mindfulness and breathing techniques, burnout-prevention strategies, and improving workplace communication and empathy.

• Format insights: In-person sessions ensured continuity and strong ratings. In contrast, the online format introduced greater diversity but showed slightly lower engagement, highlighting the need for more interactive tools in a virtual setting.

1.7. Trainings in Italy

Summary of the three training sessions conducted in Italy as part of the international project "Understanding and Preventing Occupational Burnout in the Workplace".

1.7.1. Statistical Data

1.7.1.1. Training Overview

Training	Date	Duration	Format	Participants
1st (online)	1st, 18th & 23rd December 2025,	3 x 2h (10:00-12:00)	Online	10
2nd (Padova)	18 February 2026	6h (9:00-13:00, 14:00-16:00)	In-person	37
3rd (Padova, hybrid)	16th & 20th February 2026	2 x 2:30h (10:30-13:00)	In-person & Online	16
Total number of participants				**63**

Three training sessions were conducted in December 2025 and February 2026: two in-person (each of them in Padova) and one online. The second session, conducted in person, had the highest number of participants (37). During each meeting, all planned modules were presented. Group activities included discussions, Q&A sessions, and mapping of real-life examples. The total number of training participants was 63. Not all participants completed the satisfaction survey.

1.7.1.2. Participant Profile - Job Position

Training	Team Leaders (%)	Team Members (%)
1st (online)	30% (3)	70% (7)
2nd (Padova)	0%	100% (37)
3rd (Padova, hybrid)	0%	100% (16)

Across all sessions, team members were the majority. The first training had a mixed profile (30% leaders), while the two Padova sessions comprised exclusively team members.

1.7.1.3. Participant Profile - Company Size

Training	Small (%)	Medium (%)	Large (%)
1st (online)	80% (5)	20% (1)	0%
2nd (Padova)	0%	100% (37)	0%
3rd (Padova, hybrid)	100% (16)	0%	0%

Company size profiles varied considerably. All participants came from SMEs: the first training included mainly small companies, the second exclusively medium-sized enterprises, and the third exclusively small companies.

1.7.1.4. Participant Profile - Company Specialisation

Training	Industry 4.0 (%)	Smart Health (%)	Sustainable Food (%)	Other (%)
1st (online)	80% (5)	0%	0%	20% (1)
2nd (Padova)	100% (37)	0%	0%	0%
3rd (Padova, hybrid)	100% (16)	0%	0%	0%

Most participants represented Industry 4.0 sectors (particularly in Padova), while the online training included some "Other" specialisations.

1.7.2. Training Evaluation

1.7.2.1. Overall results (average ratings)

Evaluation Metric	1st (online)	2nd (Padova)	3rd (Padova, hybrid)	Total (weighted average)
Training quality	4.3	4.22	4.44	4.32
Trainer competence	4.8	4.62	4.63	4.68
Usefulness of knowledge	4.6	4.3	4.13	4.34
Engagement of methods	4	4.41	3.81	4.07
Average score	4.43	4.39	**4.22**	**4.35**

The overall assessment of the training sessions was positive, with a weighted average score of 4.35, indicating solid participant satisfaction. Trainer competence received the highest overall rating at 4.68, showing strong appreciation for expertise and delivery. Usefulness of knowledge was rated 4.34, while training quality was rated 4.32, suggesting that the content was generally relevant but with some room for improvement. Method engagement was slightly lower at 4.07, suggesting potential enhancements to interactive approaches.
The highest-rated individual session was the 1st training (online), with an average score of 4.43, while the lowest was the 3rd training (Padova), with a score of 4.22, indicating some variability across sessions.

1.7.2.2. Detailed results

Evaluation Metric	1st (online)	2nd (Padova)	3rd (Padova, hybrid)
Training quality	70% excellent, 30% good	68% excellent, 27% good, 5% average	50% excellent, 43% good, 7% average
Trainer competence	80% excellent, 20% good	65% excellent, 32% good, 3% poor	68% excellent, 25% good, 7% poor
Usefulness of knowledge	60% very useful, 40% useful	38% very useful, 54% useful, 8% moderate	55% very useful, 31% useful, 7% moderate, 7% slightly
Engagement of methods	30% very much, 40% quite a bit, 30% somewhat	0% very much, 51% quite a bit, 46% somewhat, 3% slightly	25% very much, 43% quite a bit, 19% somewhat, 13% slightly
Most valuable elements	1. How to recognise occupational burnout 2. Work organisation and setting boundaries 3. Communication techniques 4. How to manage psychosocial risk	1. Causes and symptoms of burnout 2. The exercise is divided into groups of 3. Communication techniques 4. How to recognise physical and emotional symptoms of activity	1. Physical symptoms of burnout 2. Description of burnout steps and evolution 3. Communication techniques 4. Real-life examples
Topics for further development	1. Physical symptoms of burnout 2. Work-life balance techniques 3. Communication techniques 4. How to manage stress	1. Coping strategies 2. Workload management 3. Communication techniques 4. Work-life balance	1. How to recognise and prevent burnout syndrome 2. Work-life balance techniques 3. How to manage stress and workload

Participants showed a strong preference for practical strategies, symptom recognition tools, and communication-related competencies. Training quality and trainer competence were rated mostly as excellent or good. The presented knowledge was mostly assessed as useful.

1.7.3. Conclusions

- High participation and interest: 63 people attended the Italian trainings, with the second session (Padova) drawing the largest group (37).
- Diverse formats: Italy delivered online, in-person, and hybrid versions, reflecting adaptability to participant needs.
- Sector profile: Industry 4.0 strongly dominated the Padova training sessions, while the online format attracted a more diverse set of companies.
- Consistently positive evaluations: Participants expressed high satisfaction with the trainer's competence, practical value, and content clarity across all formats.
- Demand for further development: Strong demand emerged for deeper training on burnout detection, communication, work-life balance, and advanced stress-management techniques.

- Format insights: Online delivery supported wider reach and accessibility, while in-person sessions fostered richer interactions and discussion-based learning.

2. CROSS-COUNTRY COMPARISON

This chapter consolidates findings from all seven partner countries that implemented the "Understanding and Preventing Occupational Burnout in the Workplace" trainings: Poland, Germany, Slovakia, Croatia, Slovenia, Hungary and Italy. All countries completed the planned training activities, offering in-person and/or online sessions and providing detailed evaluation results.

2.1. Participation and Reach

Across the seven countries, participation levels varied significantly, with some partners organising more extended training programmes than others:

- Hungary -172 participants: 8 trainings - 7 in-person (119), one online (53).
- Poland – 100 participants: 3 trainings - two in-person (36), one online (64).
- Croatia – 90 participants: 4 trainings – 3 in-person (48), one online (42).
- Germany – 67 participants: 3 in-person training sessions.
- Italy – 63 participants: 3 trainings - 2 in-person, including one hybrid (53), one online (10).
- Slovakia – 60 participants: 3 trainings – 2 in-person (34), one online (26).
- Slovenia – 58 participants: 3 trainings – 2 in-person (39), one online (19).

Format insights: Across countries, online formats consistently increased reach (e.g., Poland 64, Croatia 42, Slovakia 26, Hungary 53 across two online parts, Italy 10) and often produced high usefulness scores. In-person formats typically showed the strongest levels of engagement and interaction (e.g., Germany's Wangen session; Croatia's Zadar sessions; Hungary's highest-rated in-person training)

2.2. Participant Profiles

2.2.1. Roles (Team Leaders versus Team Members)

Team members formed the majority in all countries. Notable exceptions with higher team-leader representation:

- Slovakia's online training: 60% leaders
- Hungary's sixth Budapest session: 58.8% leaders
- Croatia's second Zadar session: 50% leaders

However, in most cases (including Italy's in-person training and all Slovenian sessions), participants were overwhelmingly team members, indicating broad reach within the operational workforce rather than leadership roles.

2.2.2. Company Size

Patterns varied across countries:

- Germany: Mono size cohorts (e.g., Stuttgart & Konstanz 100% small; Wangen 100% medium).
- Slovenia: Sessions dominated by large companies (up to 100% in some cases).
- Italy: Strong SME representation; online training mainly for small firms, in-person for medium firms, hybrid for small firms.
- Poland: Diverse mix, with medium-sized companies most common.
- Slovakia: Small companies dominated online training; medium firms dominated Bu\any.
- Croatia: Mix with extreme cases, e.g., Benkovac: 100% large firms, Zadar: 80% small firms.
- Hungary: Strong dominance of medium and large firms.

2.2.3. Sector / Specialisation

- Clear sectoral patterns emerged:
- Slovenia: Almost exclusive participation from the Sustainable Food sector (83–100%).
- Germany: Each session had a single dedicated sector (Stuttgart & Konstanz: Industry 4.0, Wangen: Smart Health).
- Italy: Strong dominance of Industry 4.0 (100% of participants in in-person sessions; 80% online).
- Slovakia: Industry 4.0 decreasing across sessions (65% → 47% → 30%) with Smart Health rising online.
- Poland: Varied sectoral profile (Łódź: Smart Health; Warsaw: Other; Online: mixed).
- Croatia: First three sessions dominated by “Other”, final training 100% Industry 4.0.
- Hungary: Other dominated in 6 of 8 sessions; Industry 4.0 was only present in online training. These patterns reflect regional specialisations and the organisational contexts of participating SMEs.

2.3. Trainings Evaluation

2.3.1. Cross-Country Comparison

Country-level weighted averages were consistently positive:

Country	Overall Avg	Trainer Competence	Training Quality	Usefulness of Knowledge	Engagement of Methods
Poland	4.64	4.65	4.59	4.5	4.06
Germany	4.58	4.64	4.51	4.53	4.61
Croatia	4.48	4.6	4.54	4.28	4.35
Slovenia	4.44	4.53	4.45	4.45	4.33
Hungary	4.38	4.61	4.4	4.2	4.32
Slovakia	4.23	4.16	4.22	4.24	4.12
Italy	4.35	4.68	4.32	4.34	4.07

Key insights from evaluation scores:
-Trainer competence consistently received the highest ratings across all countries (4.53–4.68).
-Training quality also maintained very high scores (4.22–4.59).
-Usefulness of knowledge remained a strong dimension, especially in Germany and Poland.
-Engagement varied more significantly, with online formats generally rating lower unless very interactive (e.g., Slovakia's online session: 4.62).
-Countries with more extensive in-person training programmes (Hungary, Germany) tended to achieve stronger engagement scores.

2.3.2. What Participants Valued Most

Across all seven countries, participants consistently appreciated:

- Practical stress-management tools (breathing, relaxation, mindfulness)
- Burnout awareness and early recognition (phases, symptoms, causes)
- Real-life examples and hands-on exercises
- Group discussions and shared experiences
- Supportive communication and empathy as core skills for workplace well-being

These themes appeared repeatedly in qualitative feedback across all training reports.

2.3.3. Topics for Further Development

Demand for advanced, practice-oriented content was strong across countries, including:

- Stress regulation and emotional self-management
- Early identification of burnout and prevention strategies
- Improving communication, assertiveness, and feedback skills
- Conflict management and leadership competencies
- Work-life balance and boundary setting
- Mental hygiene, well-being, and self-care

This alignment across regions highlights the need for a follow-up intervention with differentiated modules for employees and leaders.