

Over the last 8 months, the ROSE project has been exploring the realities of young employees across Europe to create a gap-filling, future-sensitive learning kit for workplaces.

The Real Questions Young Employees Face

The message is clear: **young employees require truth, engagement, empowerment, efficiency, and meaning – don't want more information.** They want practice. They want to feel understood and seen. Many organisations provide information about wellbeing, communication, resilience, or stress management.

But information alone rarely changes behaviour, and can feel rather impersonal. People get involved when it's about them. They get inspired by **real stories**, and **they learn difficult workplace skills by experiencing situations, trying different responses, making mistakes, reflecting, and trying again.**

- ➔ How do you **speak up** when you disagree without being uncooperative?
- ➔ How do you **set boundaries** without jeopardizing your career or well-being?
- ➔ How do you react when a colleague undermines **psychological safety**?
- ➔ How do you **ask for help** without feeling exposed or an impostor?
- ➔ How do organisations help people learn these skills **before problems escalate**?



Surveys, expert discussions, market research, and the latest scientific results across Europe shaped the ROSE learning approach.

For training and HR measures to be effective, they must be inspiring, dynamic, personal, tangibly useful, yet transparent. **That is why ROSE is building practical, experience-based learning games and storytelling**, integrated into mentoring processes and novel training approaches — not regular training material.

This is where ROSE comes in.

**Find out more
about the project
in our official
website:**



What If Workplace Challenges Had Faces?



MONSTERS IN THE CORP!

Nearly one year, ROSE team has been developing a **Dungeons & Dragons-inspired serious game** merging gameplay, skills building, team development, and storytelling for work-based application — addressing real workplace challenges.

What Is it?

Behind every disengaged team, communication breakdown, or rising burnout, there is often an invisible pattern. ***Monsters in the Corp!*** helps HR professionals, coaches, and facilitators **make these patterns visible** through a powerful, game-based learning experience.

Participants identify workplace “monsters”, explore different organisational perspectives, activate strengths, and test practical solutions in a psychologically safe environment. Instead of talking about people, they talk about **behaviours, systems, and team dynamics** — opening the door to honest conversations and meaningful change.

The game has it all to offer a full experience, players will create **personal avatars**, **experiment rapid role play**, **share experiences through storytelling**, **cooperate with others** to neutralize *office monsters* (risk factors and their harmful consequences), and immerse into the fascinating world of interrelated cause-effect determining work climate and well-being through eye-catching cards and scenarios, enhancing rapid learning.



Because sometimes, the fastest way to solve a workplace challenge is **to give it a face.**



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For organizations, *Monsters in the Corp!* offers a fresh, engaging tool for developing resilience, psychological safety and collaborative problem-solving.



If this sounds familiar... you've just encountered the Role Shifter. Ready to learn how to defeat it? The *Monster in the Corp!*, component of the 3-pillar ROSE Training Kit, lets you practice exactly that.



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COMING
SOON

The Workplace Self-Development Power Bank



WORKPLACE SELF- DEVELOPMENT POWER BANK (Handbook)

What if this toolkit would provide practical insights that can be applied to improve talent retention and organizational reputation, employee wellbeing skills and HR initiatives, and learning and development programmes?

What if this kit could help detect, reduce and turn into practical organizational development common challenges undermining sustainable work efficiency met by young employees?

Imagine having a practical collection of activities and novel mentoring techniques that can be used to boost employee's loyalty, engagement, well-being and performance?

A practical mentoring and wellbeing handbook for trainers, mentors, and HR professionals — combining evidence-based insights with exercises, reflection activities, and real workplace examples. It addresses: **Stress & Recovery, Burnout Prevention, Time & Energy Management, Depression & Emotional Wellbeing, Eco-Anxiety, and Mentoring for Growth and Integration.**



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COMING
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The Workplace Self-Development Power Bank

The handbook combines evidence-based insights with practical exercises, reflection activities, implementation tips, novel mentoring strategies, and real workplace examples. **Its goal is simple: helping organisations transform workplace challenges into opportunities for growth and development.**



Appetizer from the Power Bank: a Burnout Profiling Tool helps organizations analyze data, detect risk factors, and plan necessary changes — because burnout has many layers and faces.



OVEREXTENDED

High exhaustion



Running on empty.
Too much, for too long.



DISENGAGED

High cynicism



Disconnected.
Nothing feels meaningful.



INEFFECTIVE

Low professional efficacy



Trying hard,
but not getting anywhere.

When dealing with burnout alerts at the company, a Burnout Profiling tool can make it much easier to analyse data, detect risk factors, and plan the necessary changes. The same burnout has many layers and faces.

Resilient workplaces acknowledge employees as partners, cultivating a culture of experience sharing, knowledge transfer, where personal strengths are acknowledged and applied. It's about people and communities where people inspire and teach each other, where problems are addressed openly.



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COMING
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The Workplace Self-Development Power Bank

Meet the Dragon of Burnout



Imagine burnout as a dragon...

What sound does it make?
How would it move?
What gesture would it do?
What would be the colour of it?
What would it like?

Integrating fantasy elements, playfulness, and storytelling into team building, team meeting, onboarding, training and skills development, and employee well-being initiatives is an accelerating demand on the job market.

The Workplace Self-Development Power Bank Handbook will be a treasure for your organization if any of these topics matters to you:

Psychological Safety

Creating environments where people feel safe to contribute, innovate and grow.

Organizational Development

Designing adaptive roles, systems and workplaces ready for future challenges.

Resilience

Equipping people and teams with the mindset and skills to thrive under pressure.

Collaboration & Communication

Strengthening relationships that drive healthy teamwork and better performance.

Energy & Recovery

Helping employees sustain performance through healthier energy management.

Healthy Workplace Habits

Embedding everyday practices that support wellbeing and long-term success.

Meaning & Engagement

Connecting people with purpose to create more engaged, motivated workplaces.



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Behind the Curtains: The ROSE Training Week in Łódź



In June 2026, ROSE partners gathered in Łódź, Poland, for an intensive international Learning & Training Event. This week wasn't about sitting through presentations, but the contrary, participants immersed themselves in the methods being developed by ROSE.

Together they tested role-play scenarios based on real workplace challenges, experimented with gamified wellbeing tools and storytelling techniques, experimented with AI-supported learning activities, and refined facilitation methods for future workplace implementation.

The event allowed partners to fine-tune the ideas in practice, gather feedback, and ensure that the final ROSE resources are engaging, practical, and relevant for real organisational settings.

Testimonials from the Training Week

"Workplace is not as simple as it looks – it can be a playful monster world as well, while giving players enough clear structure to feel that their roles, choices and strategies truly can influence what comes next."

"Even being a part of testers/creators team, I became deeply immersed in the game through my personal experiences. The process of superpowers creation was both empowering and transformative."



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The future of workplace wellbeing is not only about preventing problems — it is about helping people develop the confidence, resilience, relationships, and skills they need to thrive.

The goal remains simple: to help workplaces become environments where people do not only perform better — but also grow, connect, and flourish.

NEXT STEPS

In the coming months ROSE Partnership will:

- **Finalize Revisions:** testing and improving the Rose training kit, consisting of a storytelling handbook, an employee wellbeing powerbank, and a business game.
- **Translate to 6 Languages:** Greek, Hungarian, Latvian, Polish, Portuguese, and Slovakian — boosting accessibility across Europe.
- **External Testing:** real-world validation with organizations to ensure ROSE resources are engaging, practical, and relevant.



**In the next Newsletter #3:
Workplace Storytelling Handbook**

Stay Tuned with the ROSE Partnership!

Write to us!



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<https://roseforwork.com>

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