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RESEARCH AND INNOVATIONS



HELLENIC REPUBLIC
National and Kapodistrian
University of Athens
EST 1837

Strengthening the Nursing Workforce

Addressing shortages, burnout,
and patient safety through
better work environments

2nd International Symposium

December 16th | 9:00 AM - 4:30 PM

Department of Nursing Amphitheater
Papdiamantopoulou 123, Athens, Goudi, 11527



HELLENIC REPUBLIC

National and Kapodistrian
University of Athens

—EST. 1837—

ΙΣΝ / SNF

ΙΔΡΥΜΑ ΣΤΑΥΡΟΣ ΝΙΑΡΧΟΣ
STAVROS NIARCHOS FOUNDATION
ενέκντρο ο άνθρωπος | empowering humanity



Διεθνής Πρωτοβουλία
για την Υγεία
Global Health Initiative

Digital Program “e-EU-elikto” a Self-help Stress Management Tool for Frontline Healthcare Professionals (FHCPs): Nurses, Paramedics & Physicians

Antonia Paschali, Professor in
Health Psychology, Director of
the Laboratory for the Mental
Health of Healthcare
Professionals

Vasilis S. Vasiliou, Lecturer in
Clinical Psychology, University of
London

HOW THE IDEA WAS DEVELOPED TO CREATE THE DIGITAL PROGRAM

“e-EU-elikto”



Background & Inspiration

Vision

Long	Long-standing inspiration to create a large-scale stress management tool for healthcare professionals
Goal	Develop a digital app to “train” healthcare professionals into stress management techniques
Need	Inspired : by the need for accessible, evidence-based tools for frontline health care staff

Problem–Solution Framing

- **Cost Barrier of App Development- Sparks Platform Innovation**
- **«High Development Costs- Smarter Platform Thinking»**

Funding & Support

Partial funding obtained from Stavros Niarchos Foundation, enabling prototype development

The S.N. Foundation approved last year the development of the digital platform

Team Collaboration

- Dr. Evangelos Karademas
– Professor in Clinical
Health Psychology,
University of Crete
- Dr. Vasilis S. Vasiliou –
Health Psychologist –
Lecturer University of
London

✓ **Jointly started creating
the digital stress
management platform**



Ethics & Approval

- ✓ Ethical approval recently granted by the Ethics Committee of the National & Kapodistrian University of Athens (Ref No: 276/4.11.2025)
- ✓ Ensuring safe and ethical use of the program/digital platform by the health care professionals across Greece.

Introducing “e-EU-elikto” – A Flexible Digital Stress-Management Tool



What Does ‘e-EU-elikto’ Mean?

- Derived from the Greek word ‘εὐέλικτο’, meaning “flexible”
- **Flexibility** = the essential skill for adapting in demanding, unpredictable, and stressful clinical environments

Why Flexibility Matters for Frontline Healthcare Professionals

- Constantly changing patient conditions
- High-pressure decision making
- Emotional + physical strain
- Unpredictable workloads

Flexibility supports resilience, clarity, and effective coping.

How the Program Reflects This Concept

- **Flexible use:** accessible anytime, anywhere
- **Flexible content:** adapts to user needs and stressors
- **Flexible pace:** self guided, personalized progress
- **Flexible tools:** practical techniques that fit into real clinical routines



e-EU-elikto = Flexibility in mind, behavior, and support – empowering frontline nurses, paramedics, and physicians to manage stress with confidence.

EY-Eliktó Platform:
Where Theory Meets Clinical Expertise
(grounded on theoretical models & therapeutic interventions)

Cognitive Behavioral Therapy (CBT)

Acceptance and Commitment Therapy (ACT)

Mindfulness

Motivational Interviewing (M.I.) & Positive Psychology

OUTCOME: Developing Flexible & Resilience Skills



Future Distribution

Distribution via Regional Health Authorities across Greece

- ✓ **Targeted Audience: Frontline Healthcare Professionals**
 - **Nurses**
 - **Physicians**
 - **Paramedics (National Centre for Emergency Care)**
- ✓ **Aim:**
To support frontline healthcare professionals by combining: research, technology, and clinical expertise—enabling large-scale implementation and meaningful impact



RROMO- VIDEO



The concerning ratio...

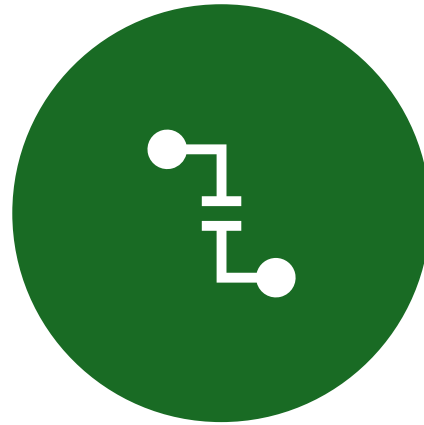
$1/3$



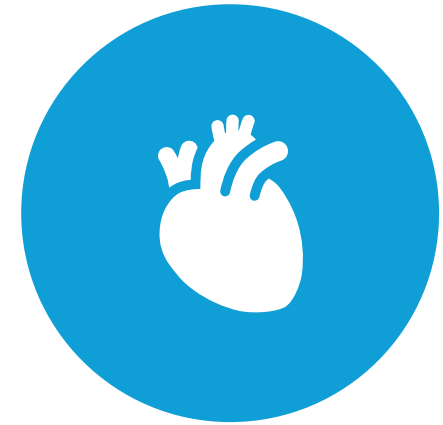
Stress and burnout as outcomes of a demanding working environment



DAILY EXPOSURE TO
CRITICAL HEALTH
INCIDENTS



HIGH LEVELS OF STRESS &
PROFESSIONAL BURNOUT
(LEKKA, 2021; THERESIA, 2022;
MELNIKOW ET AL., 2022)



UP TO 1/3 EXPERIENCE
CHRONIC STRESS & BURNOUT
SYMPTOMS (NICOLAOU ET AL.,
2021; RUDMAN ET AL., 2020)

Mental Health Challenges in HCPs

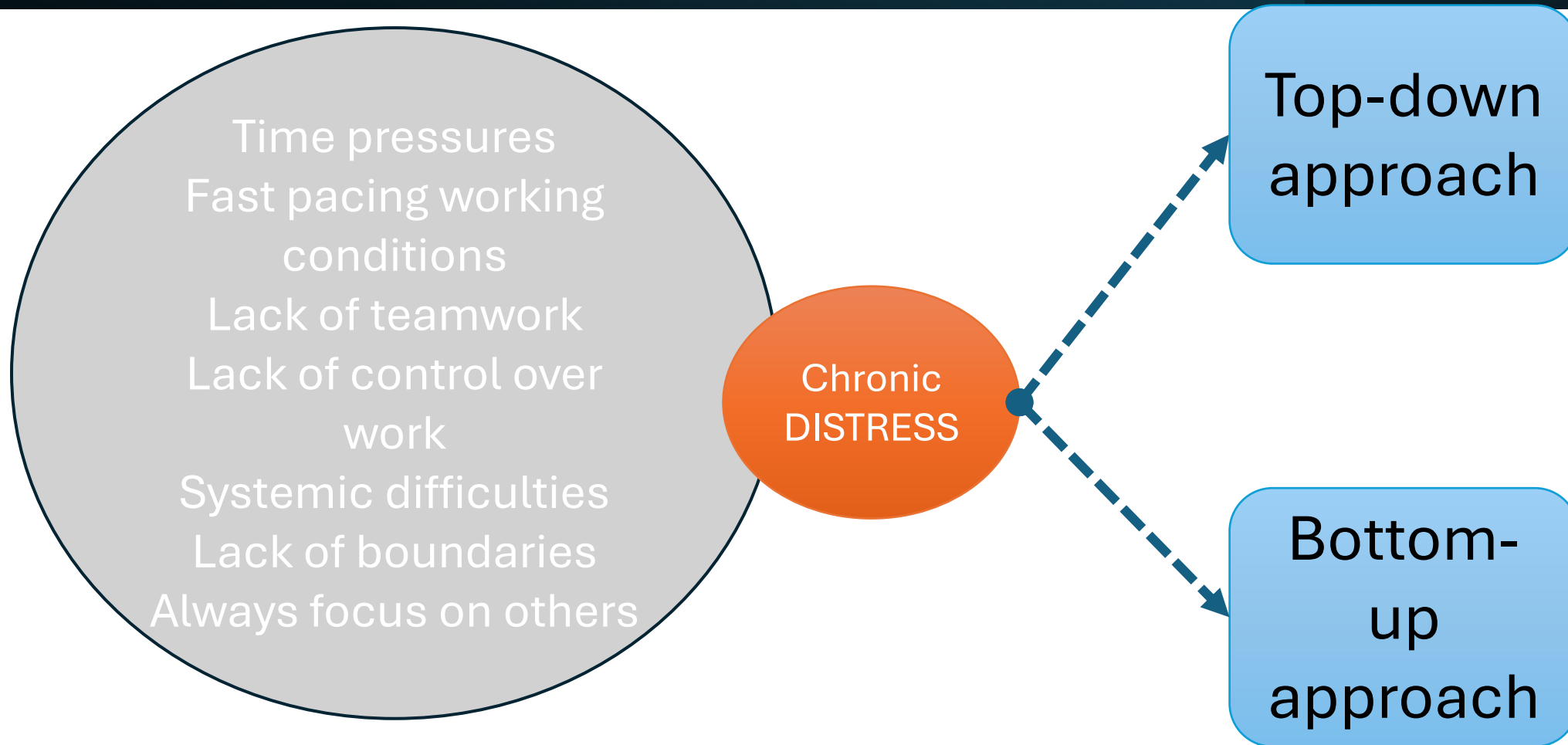
Depression and anxiety on a rise- highly comparable to the general population (32% vs 6%)

Greece 8th (out of 29 EU countries) with highest rate of depression in Health care

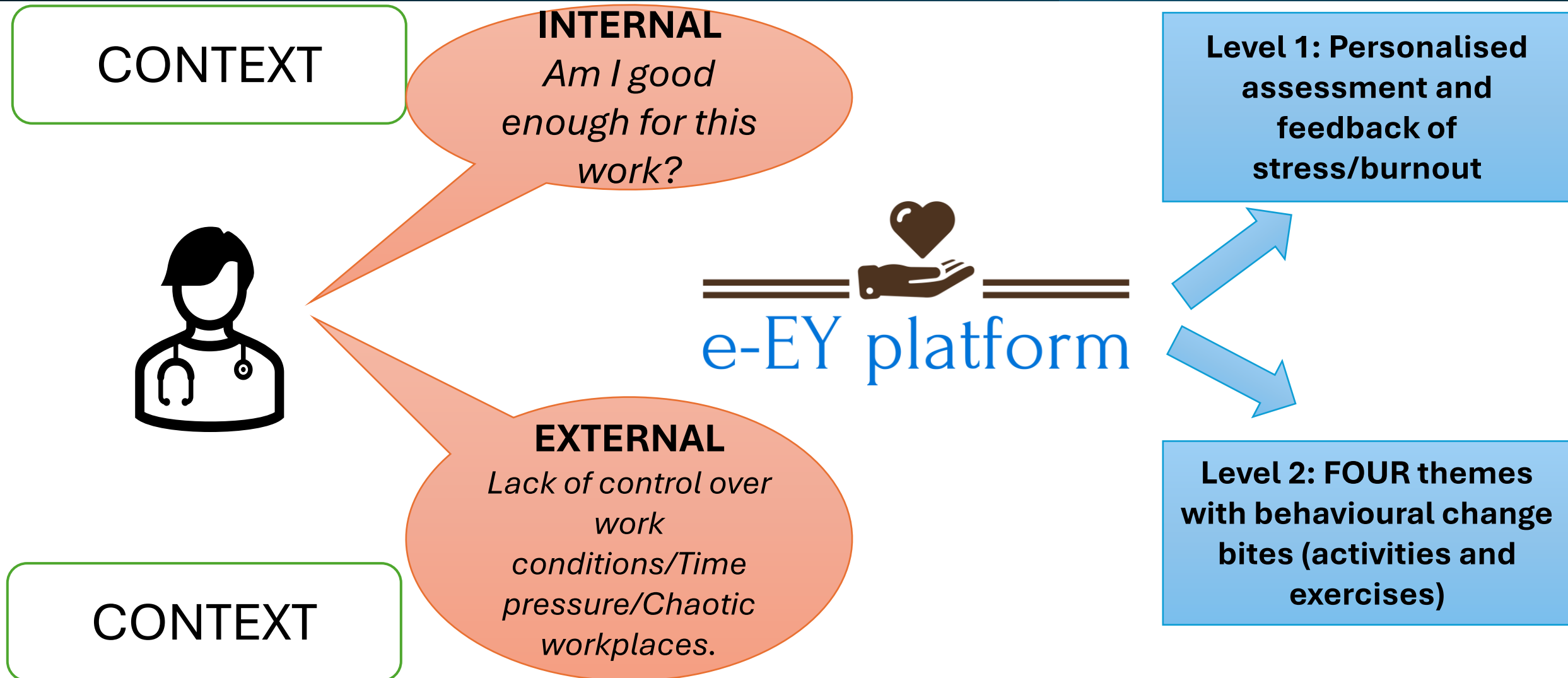
10% of doctors & Nurses report thoughts of ending their life/harming themselves in E.U.

Consistent reporting of low emotional well-being (feelings of calm, vigor or rest)

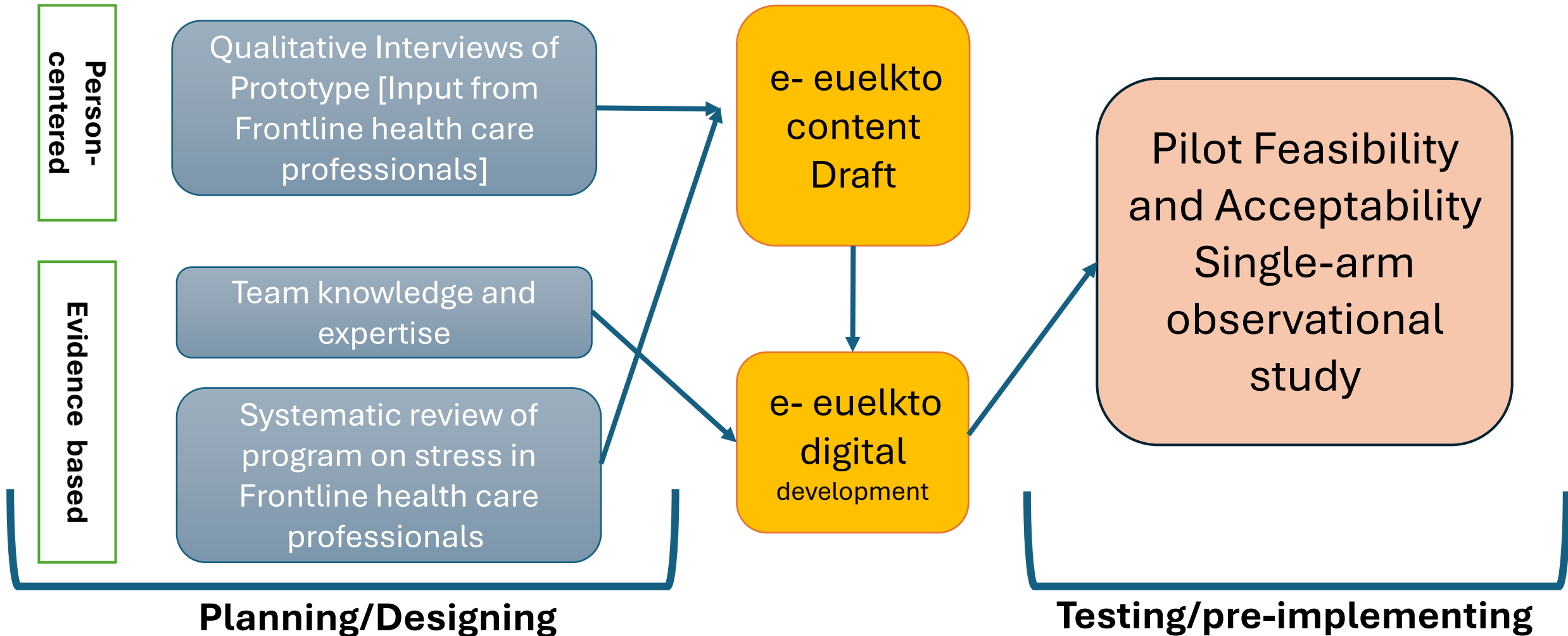
Think smart: “e-eyelikto” a bottom-up approach



e-eylikto: A digitally led self guided stress management program for Frontline HCPs



“e-euelikto” : A person-based planning and optimization research program





e-EY platform



Assessment of
Burn-out/stress



Personalised
Feedback



Basic Stress
psychoeducation

Level I

Module 1: Stress and
Anxiety Management

Module 2: Developing
Mindfulness in work

Module 3: Building
Resilience

Module 4: Work-life
balance

Level II

e-eulikto prototypes



Low Level of Burnout

Good job – keep it up!

Your results show low levels of burnout. This is excellent! Keep taking care of yourself and protecting your balance.

What to do:

- Try the activities on the *e-EU-elictó* platform to strengthen your resilience.
- Remember, prevention is key to staying strong in a demanding job.



Moderate Level of Burnout

There are signs of fatigue – let's take action now

Your results show moderate levels of burnout. There are signs of fatigue and detachment – this is common but needs attention.

What to do:

- Start the activities on the *e-EU-elictó* platform to reduce stress and find balance.
- Schedule short breaks during your day – even a few minutes make a difference.



High Level of Burnout

Your job is having a serious impact - let's care for you

Your results show high levels of burnout. This doesn't mean you're not coping – it means you've given a lot and now need support.

We're here for you – begin today to care for yourself.

e-eulikto prototypes

Imagine yourself after a tough shift...

Your eyes are heavy, your body tired, your mind full of images from the cases you handled today. You've faced pain, anxiety, anger, and disappointment. And now you feel **exhausted** – physically and mentally.



This is the daily reality for frontline professionals. Whether you're a doctor, nurse, or paramedic, your work saves lives, but it often leaves behind a weight that isn't visible. That weight is called **professional burnout**. It's the moment when constant pressure and stress start to drain you and distance you from the job that once gave you strength.

Before moving on to the activities we suggest, take a step back and discover. **How burned out are you from your work right now?**



Do you feel detached
from your work?



Emotionally
drained?

Start today to take care of yourself – **for you**.
Because your own resilience is everyone's strength.

Start now

Join us



Thank you



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