



Mental health of young professionals in remote work

Needs analysis report about Cyprus, 2025



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1. About this report

This report explores the mental health experiences and challenges faced by young professionals working remotely and examines the factors contributing to burnout in digital workspaces in Cyprus. By combining survey responses with facilitated discussions, the report provides a comprehensive understanding on patterns regarding mental wellbeing and daily practices in remote work.

It is a key component of the needs analysis phase in the EQ CULTIVATE project, and the findings will guide the development of educational modules.

About EQ CULTIVATE

It is an Erasmus+ funded KA210 project dedicated to boosting the well-being and efficiency of young professionals working in hybrid and smart environments. Our mission is to tackle and reduce burnout by strategically applying emotional intelligence and promoting inclusive work practices.

Our objectives include improving emotional intelligence skills, enhancing peer social interaction, identifying and reducing youth-specific burnout factors, fostering social and work inclusion, and promoting healthy technology management.

By focusing on these areas, EQ CULTIVATE aims to create a supportive environment where young professionals feel valued, connected, and equipped to thrive in the evolving landscape of remote and hybrid work. Read more about our activities on the website eqcultivate.eu.

2. Remote work and mental health in Cyprus

As of 2024, Cyprus recorded the lowest rate of remote work in Europe, with only 22% of the workforce engaging in remote activities. This contrasts sharply with countries like the Netherlands, where the rate stands at 83%. In Cyprus, 78% of women and 75% of men continued to work from the office, with 22% of women and 25% of men working remotely¹.

Specific data on remote work among Cypriot youth is limited. However, the general low prevalence suggests that young professionals may have fewer opportunities or face cultural and infrastructural barriers to remote employment. The Global Remote Work Index 2023 ranked Cyprus 35th among 108 countries for digital nomads, indicating room for improvement in infrastructure and support for remote work ².

Several initiatives in Cyprus address youth mental health and the challenges posed by digital spaces:

- **National Mental Health Strategy (2019–2023):** Developed by the Ministry of Health, this strategy incorporates suicide prevention initiatives, expansion of mental health services at the primary care level, public awareness campaigns to reduce stigma, and training healthcare providers to manage suicidal behaviour.
- **Youth Board of Cyprus (ONEK):** Established under the Youth Board Law of 1994, ONEK plays a pivotal role in shaping youth-related policies. The National Youth Strategy emphasizes active youth participation, targeting individuals aged 14-35, with a core pillar focusing on promoting health and well-being, including mental health.

¹

<https://cyprus-mail.com/2025/02/19/cyprus-logs-lowest-remote-work-rate-in-europe-at-22-per-cent>

² <https://in-cyprus.philenews.com/local/cyprus-becoming-more-attractive-for-digital-nomads>

- **Mental Health Services Directorate:** Under the universal General Healthcare System, mental healthcare is provided by this directorate. Outpatient mental healthcare is led by psychiatrists working in multi-professional teams based in public primary care health centers. Community mental health nursing teams are also involved in primary prevention and mental health promotion, offering a wide range of services and activities.

However, none of the above initiatives are directly targeted to issues of mental health related to remote work, and there are no research initiatives active to study and highlight potential links among mental health and remote work conditions for youth or older individuals.

2.1. Remote Work Developments in Cyprus

The pandemic accelerated the adoption of remote work in Cyprus, leading to legislative and infrastructural developments:

Legislative Framework: In response to the increasing interest in remote work, Cyprus introduced the Remote Working Law of 2023 (Law 120(I)/2023). This law regulates remote working arrangements, safeguarding employees' rights, and includes provisions such as the right to disconnect, employer obligations to cover remote working costs, and ensuring technical support.

Digital Nomad Visa: To attract remote workers, Cyprus launched a Digital Nomad Visa scheme, allowing non-EU citizens to reside in Cyprus while working remotely for companies abroad. The program initially offered 500 slots, which were filled by October 2024, reflecting the country's growing appeal to digital nomads.

These developments highlight Cyprus's efforts to adapt to the evolving work landscape and address the mental health challenges exacerbated by the pandemic.

Nonetheless, adoption of remote work remains low as mentioned above, and there are several challenges to overcome in order to enhance the mental wellbeing of remote workers both young and older.

3. Needs analysis

The roundtable discussion was held on January 10, 2025, at a co-working space in central Nicosia, bringing together youth and stakeholders to explore the intersection of remote work and mental health. To ensure diverse participation, outreach was conducted through social media posts, personal phone calls, and direct communication with the project's network of beneficiaries and associates. 14 people had originally registered for the event, with 9 attending in person.

Participants and Representation

A total of nine participants attended the event, including:

- Six youth participants (working remotely, in hybrid mode, or with past office experience)
- Three stakeholders (employers with remote work experience, NGO representatives, and researchers)
- Gender representation: Two males and seven females
- Inclusion: One participant with a disability

The discussion was facilitated by one moderator and supported by one administrative assistant from Serendipitous Black Cloud. Participants were familiarized with the topic and content through a pre-event participation questionnaire, and the session began with an introduction to the project and a round of introductions.

The discussion followed a semi-structured format, with the moderator guiding the conversation using prompts while also allowing for organic exchanges among participants. The group size was manageable, enabling an in-depth exploration of different perspectives and personal experiences.

At the end of the session, participants completed a **short evaluation questionnaire**, providing feedback on the discussion process and insights gained. The event successfully fostered an engaging and open dialogue, contributing valuable perspectives to the project's objectives.

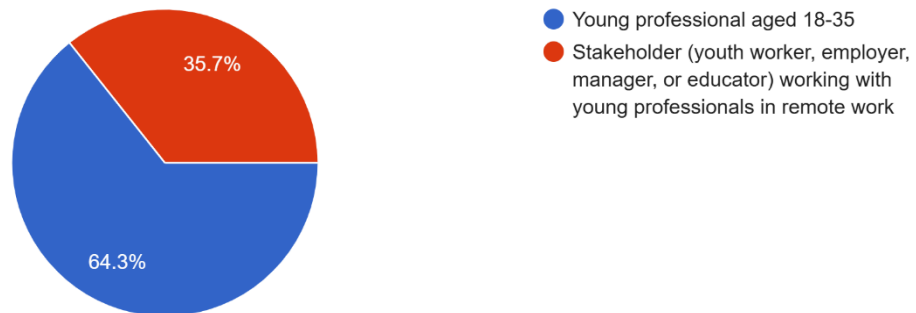
3.1. Results

This section reflects the insights from the Registration Questionnaire (14 responses) with the insights and elaborations offered during the face-to-face discussions by the 9 participants who attended the event, at the end of the section.

General Information:

Which perspective do you wish to represent in this event?

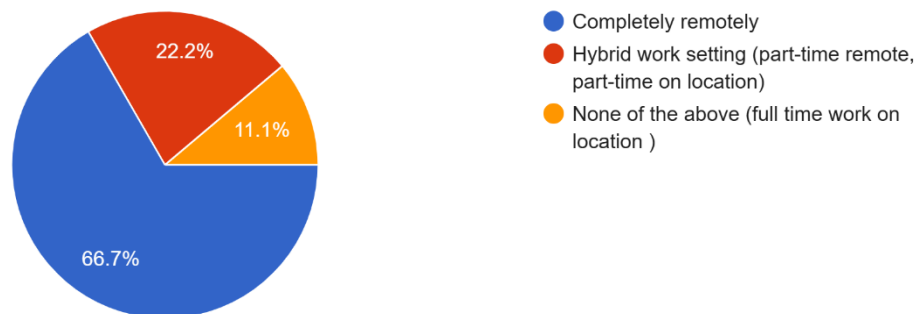
14 responses



Young Professionals:

Do you currently work:

9 responses



3.2. Young professionals

3.2.1. Work Settings and Burnout Experiences

Among the 9 young professionals, 67% (6 out of 9) reported working completely remotely, 22% (2 out of 9) work in a hybrid arrangement, and the remaining 11% work fully on-site. Every young professional indicated some experience of burnout or negative mental health effects due to remote work.

Their descriptions ranged from mild strain to severe burnout. For example, one participant shared, “My burnout and depression was so severe it affected my physical health badly... I didn’t feel supported by my employer... nor appreciated.” This highlights that a lack of support and recognition from employers can exacerbate the toll of remote work.

Common themes in these personal accounts included social isolation, blurred work-life boundaries, and feeling undervalued or disconnected from one’s team. Most young professionals identified multiple contributing factors to their burnout, which are quantified in the next section.

3.2.2. Key Factors Contributing to Burnout

Young professionals rated how strongly various factors contributed to their remote-work burnout or stress. The data shows that certain stressors were especially prevalent:

Isolation and poor communication – This was the most significant factor for a majority. Five out of nine (56%) marked isolation/loneliness or lack of efficient communication with colleagues as “the main reason” for their mental health struggles, making it the top contributor. Almost all others acknowledged it had at least some impact on them.

Lack of recognition or appreciation – 100% of young professionals felt a lack of recognition contributed to their difficulties. Notably, 2 respondents said it was a primary cause of their stress, and another 4 said it “contributed a lot.” In other words, feeling undervalued was a widespread issue, often intensifying burnout.

Communication gaps (“not being in the loop”) – Related to the above, no one reported this aspect as negligible. In fact, 1 in 9 cited being out-of-the-loop (missing information on colleagues’ or management’s actions) as a main cause of stress, and 5 others (56%) said it contributed a lot. This underscores how remote environments can leave young professionals feeling disconnected from team dynamics and decisions.

Blurred work-life boundaries – Maintaining boundaries between work and personal life proved difficult for many: 2 respondents identified blurred boundaries as a main cause of their mental health issues, while an additional 3 said it contributed a lot. In total, over half (55%) of the young professionals found the erosion of boundaries to be a significant stressor, confirming that remote work often extends work hours into personal time.

Constant availability pressure – Similarly, the expectation of being “always on” was a concern. Four young professionals reported that the pressure to be constantly available contributed a lot to their stress, and one even cited it as a main cause. Only one person said this had no effect on them. This suggests most felt some pressure to respond or be online beyond normal hours, linking to the boundary issue.

Personal traits – Interestingly, personal characteristics (such as one’s own work habits or personality) were also noted. Two participants admitted that their own traits were a main reason for their struggles (perhaps indicating they are prone to overwork or anxiety), and 3 said personal factors contributed a lot. Others felt their traits played only a slight or no role. This indicates a diversity of personal coping capacities: some individuals recognize that their personality (e.g. perfectionism or difficulty unplugging) magnified the burnout, whereas others did not blame themselves in this way.

Increased workload and lack of routine – These factors were moderate contributors on average. While a few individuals (1 each) said “increased workload” or “lack of structure/routine” was their main issue, most rated these as having a slight or moderate impact. About one-third (33%) considered lack of routine a significant factor (selecting “a lot”), and a similar proportion felt an excessive workload was a major contributor. This suggests that while workload and routine matter, they were not as universally problematic as the interpersonal and boundary issues.

Technical difficulties or mismatched digital tools – This was the least problematic factor overall. Nearly half of the young professionals (4 out of 9) reported that tech issues did not contribute at all to their mental health struggles. Only one person identified technical difficulties (like unreliable tools or IT problems) as a main cause, and a couple of others felt it contributed a lot. For most, technology itself was not a primary source of stress, indicating that social and organizational factors weighed heavier than technical challenges in remote work burnout.

In summary, the most impactful stressors for young professionals were those related to isolation, communication, and feeling valued, along with work-life boundary challenges. Factors like workload, routine, and technology, while still relevant, were less consistently severe across respondents. These numbers and proportions have been carefully cross-checked with the dataset to ensure accuracy in reflecting the young professionals’ experiences.

3.2.3. Use of Digital Tools for Remote Work

Young professionals were asked which digital tools or apps they already use to manage aspects of their remote work. All 9 respondents provided examples of tools, indicating a high reliance on digital solutions. Commonly used tools include:

Team communication platforms – e.g. Slack or Microsoft Teams for day-to-day messaging and coordination with colleagues. Many respondents listed such tools as essential for staying connected.

Video conferencing apps – e.g. Zoom, Teams, Google Meet for virtual meetings. These were frequently mentioned, reflecting the need for face-to-face interaction replacements. Shared calendars – e.g. Google Calendar or Outlook Calendar to coordinate schedules across a team. This was a standard tool for most, helping everyone keep track of meetings and deadlines remotely.

Task and project management tools – e.g. Trello, Asana, Monday.com or simpler to-do list apps like Todoist. Several young professionals use these to organize work tasks and collaborate on projects, which helps bring structure to their remote workflow.

AI-based tools – A few respondents are experimenting with AI for work purposes (e.g. AI tools for data analysis or content creation) to streamline tasks. This shows an openness among young professionals to adopt new technologies for efficiency.

Well-being apps – Notably, one young professional even listed mindfulness and meditation apps (Headspace, Calm) as part of their toolkit. This indicates some are proactively using digital tools not just for productivity, but also to manage stress and well-being.

Overall, young professionals already leverage a broad digital ecosystem to support their remote work. The prevalence of communication, scheduling, and task-management tools aligns with the need to replace the structures of a physical office. A couple of respondents combined numerous tools, which can be both a benefit and a source of overwhelm. (In fact, one noted frustration when “there is no clear structure of the tools we use or if we use many and their functions overlap,” highlighting the importance of a well-integrated toolset.)

3.2.4. Relationship with Digital Tools (Attitudes and Frustrations)

When describing their relationship with digital tools, young professionals gave nuanced answers indicating both appreciation and frustration:

Appreciation for connectivity and efficiency: Many respondents expressed that they “love” or highly value digital tools for enabling communication, collaboration, and flexible working. For instance, one person wrote that digital platforms allow people to communicate, share ideas and work more efficiently, and another said tools like Slack and Zoom have been “game changers” in helping them feel engaged with their team despite the distance. An IT project manager in the group noted that having an all-in-one suite (Microsoft Teams, in their case) greatly reduces the stress of juggling multiple platforms and makes remote work much easier. These perspectives show that the benefits of digital tools – from staying connected to streamlining workflow – are strongly recognized.

Drawbacks – notification overload and tool fatigue: Several young professionals also pointed out negative aspects. A common complaint was the barrage of notifications and emails, which can be overwhelming. One respondent mentioned constant notifications and email overload as something that worsens their job experience, although they counterbalanced that by praising task apps that help reduce mental clutter. Another frustration mentioned was when too many digital tools are used without clear structure, causing confusion and inefficiency (for example, having overlapping apps for similar purposes). This suggests a tool fatigue: using many apps can itself become a stressor if not managed well.

Importance of boundaries with tech: A few answers emphasized personal strategies to manage their digital tool usage. One individual shared that they do not install work-related apps on their personal phone and have disabled desktop notifications, to prevent work from intruding into personal time. Another noted the need to set boundaries and a clear structure for tool use so that work doesn’t expand into 24/7 connectivity. This indicates an awareness that while tools are necessary, mindful use and boundary-setting are key to preventing digital tools from harming well-being.

Reliance on certain tools: Some participants highlighted particular tools they rely on heavily. For example, one said, “My smartphone is indispensable. It keeps me connected to work emails and messages, allowing me to respond quickly...which reduces anxiety.” Others mentioned that cloud storage access “anytime, anywhere” makes life easier and less stressful. These comments show that individuals have identified certain technologies that are crucial supports for them personally in remote work.

Overall balance: In summary, young professionals have a generally positive relationship with digital tools as enablers of remote work, tempered by the need to manage digital distractions. They acknowledge that the right tools can increase productivity and even well-being (through organization and flexibility), but too many tools or unchecked notifications can create stress. The key appears to be finding an optimal set of tools and establishing healthy usage practices.

3.2.5. Practices for Maintaining Mental Well-Being

All nine young professionals described specific habits or practices they use to protect their mental health while working remotely. These strategies show a proactive approach to well-being and can be grouped into a few themes:

Taking regular breaks: Nearly every young professional mentioned the importance of breaks. Many take short breaks throughout the day to stretch, walk, or just step away from the screen. These breaks help refresh their mind and prevent burnout from continuous work. One person noted using timers to enforce break times and focused work intervals (essentially the Pomodoro technique) to stay productive without overworking.

Setting clear work-life boundaries: This was a prevalent practice. Several respondents set defined work hours for themselves and “when the workday is over, turn off the computer.” They avoid checking email after hours and keep a firm start and end time to their day. One participant emphasized, “Working from home doesn’t mean working 24/7,” illustrating the resolve to maintain personal time. Some also maintain a dedicated workspace at home to physically separate work from leisure. Establishing these boundaries helps them mentally switch off work, preventing the blur that often leads to stress.

Mindfulness and meditation: At least two young professionals explicitly mentioned practicing mindfulness or meditation daily. Taking a few minutes for breathing exercises or using meditation apps has “made a huge difference in managing stress levels,” according to one respondent. These practices help them stay calm and centered amid work pressures.

Exercise and physical health: Maintaining physical activity is another strategy.

A few respondents shared that they exercise regularly (e.g. going to the gym, doing workouts) as a way to improve mood and resilience. Exercise provides a break from screens and releases stress. Even simple stretches during breaks were cited as helpful.

Structured routine: Keeping a structured daily routine – such as consistent wake-up and sleep times and a regular schedule – was mentioned as beneficial. One professional noted that sticking to a routine “helps maintain a sense of normalcy and control” over their day, which supports mental health. This replicates the stability one might have when going into an office.

Social connection and check-ins: To combat isolation, some make a point to stay socially connected. For example, one respondent schedules casual chats or virtual coffee breaks with colleagues, and another emphasizes regular check-ins and one-on-one meetings

with team members. These interactions help them feel less alone and provide mutual support, which is crucial for well-being in a remote setting.

Managing information intake: One interesting practice mentioned was limiting exposure to news and social media during the workday. The person noted that while staying informed is important, too much news can be overwhelming and detrimental to mental health. By curating their information intake, they reduce anxiety and maintain focus.

Communication of needs: A couple of individuals highlighted the importance of communicating openly about workload or mental health. One said they try to communicate any issues they notice before they turn into a serious problem and to clearly express their work preferences (such as not scheduling early-morning meetings if that's when they focus best). By voicing boundaries and challenges to colleagues or managers, they seek to prevent misunderstandings and reduce stress at the source.

Collectively, these practices show that young professionals are actively finding ways to cope with the challenges of remote work. Regular breaks, boundaries, mindfulness, exercise, routine, social connection, and open communication form a toolkit of strategies to maintain their mental well-being. The consistency of themes like breaks and boundaries across multiple respondents underscores how essential these are in a remote work context. The fact that every respondent had at least one strategy also indicates a high level of self-awareness and commitment to mental health among these young workers.

3.2.6. Additional Insights and Suggestions from Young Professionals

At the end of their section, young professionals highlighted other important aspects of remote work and mental health that they felt should not be overlooked. Their insights often pointed toward organizational changes or cultural factors needed to support well-being:

Trust and flexibility from employers: Several respondents stressed that employers and managers should trust remote employees and offer flexibility. One young professional argued that organizations need to move away from rigid 9-to-5 expectations and recognize that adults can manage their time and tasks, knowing when they perform best. They felt that being “open and understanding” of flexible schedules — rather than enforcing strict hours or constant monitoring — would improve mental health. In essence, micromanagement was seen as detrimental, whereas trust and autonomy were seen as empowering and stress-reducing.

Flexible working hours and work methods: In line with the above, the idea of flexible scheduling came up often. Respondents believe that allowing employees to structure their own work hours (within reason) leads to better work-life balance and productivity. One participant explicitly said flexible hours should be emphasized as a key to well-being. This suggests that young professionals value the outcomes of work over the exact timing, and they thrive when given some control over their schedules to accommodate personal peaks in energy or life responsibilities.

Clear communication and regular check-ins from management: A number of young professionals highlighted the role of effective communication in remote settings. They suggest that managers and teams establish clear lines of communication and frequent check-ins. For instance, using a consistent tool like Slack or Teams for updates can “ensure everyone is on the same page and reduce misunderstandings.” Regular one-on-one meetings or team check-ins were noted as ways to help remote workers feel supported and heard. These practices can preempt feelings of isolation and allow issues to be addressed before they escalate.

Addressing social isolation proactively: Finally, at least one respondent reminded us that despite the many positives of remote work (like flexibility), the lack of in-person connection remains a serious concern. They cautioned that social isolation can “significantly impact wellbeing” and thus needs to be actively mitigated. Solutions implied include team gatherings (virtual or occasional in-person meetups), peer support groups, or simply acknowledging this risk in remote work policies. Essentially, young professionals want organizations to remember that human connection is a core component of mental health.

3.3. Stakeholder Perspectives

Stakeholder Profile and Representation: The survey included 5 stakeholder respondents, each of whom works with young professionals in the context of remote or hybrid work. All five identified themselves in roles related to non-formal education and youth support.

3.3.1. Challenges Observed in Young Professionals (Remote Work)

Stakeholders were asked about the consequences and challenges they have observed in their work with young professionals regarding remote work. Their answers, though brief, shed light on a few key pain points that young people struggle with in remote settings, from an outsider’s perspective:

Lack of self-motivation and discipline: One stakeholder noted that young team members “sometimes struggle to find self-motivation and self-discipline when working from home.” Without the structure of an office or direct supervision, some youths may find it hard to stay on task and productive. This aligns with what the young professionals themselves said about needing routines and personal discipline – it’s being noticed by those who work with them as well. The stakeholder emphasized the importance of finding ways to keep these young workers engaged and accountable remotely (for example, through goal-setting, regular check-ins, or mentorship).

Difficulty setting boundaries: Another challenge mentioned was young professionals having trouble separating personal life from work when both happen in the same space. A stakeholder succinctly listed “setting boundaries between personal and working hours” as an issue. This mirrors the blurred boundaries problem that the young professionals described. It suggests that youth often let work spill into odd hours or struggle to “log off,” which can lead to burnout – a behavior noticed by those supporting them.

Short attention spans and focus issues: One stakeholder pointed out “attention span with the new generation” as a concern – implying that keeping young people focused during remote activities can be challenging. Remote work often comes with many digital distractions and less oversight, which can exacerbate attention issues. In training or work contexts, this might manifest as lower engagement in long video calls or difficulty sticking with tasks without getting distracted. This observation indicates a need for more interactive or varied approaches to maintain young professionals’ attention in remote settings.

Reduced access to learning opportunities: Another stakeholder observed that in remote work, young professionals have “less access to educational and training opportunities.” This could refer to the difficulty of providing hands-on training or professional development when everyone is remote. In an office, young employees might more easily attend workshops, shadow mentors, or pick up skills informally. Remotely, those opportunities have to be translated into virtual formats, which might not be as prevalent or effective. The stakeholder’s point highlights a risk that young professionals might miss out on growth when working remotely, unless organizations actively compensate for it with virtual training programs.

Challenges in monitoring progress: One stakeholder, likely coming from a managerial perspective, stated “It is difficult to systematically monitor progress in work” for young professionals in remote settings. This touches on a management challenge: without direct observation, tracking a junior employee’s progress or struggles is harder. If a young professional is falling behind or facing issues, it might go unnoticed longer when remote. This can lead to problems in both performance and well-being if support isn’t given in

time. It also ties back to the earlier point about accountability – managers and mentors need new strategies to gauge productivity and provide feedback remotely.

In summary, stakeholders see many of the same issues that young professionals reported in themselves, but from an external viewpoint: motivation, boundaries, focus, skill development, and oversight are all areas of concern. The convergence of these perspectives (both groups highlighting boundary-setting and engagement, for example) underlines that these are real challenges in need of addressing. Stakeholders' insights confirm that the difficulties are not just "in the heads" of young workers; they are observable and impact performance and development.

3.3.2 .Support and Policies Provided by Organizations

Stakeholders were also asked what policies or support their organizations provide to cultivate the mental health of young people working remotely. The responses varied, indicating that some organizations have taken proactive steps, while others have little in place. Key support strategies mentioned include:

Flexible working hours: One stakeholder's organization offers flexible schedules to their young employees. They explained that this approach allows younger staff to achieve a better work-life balance, thereby reducing stress and helping prevent burnout. Flexibility in when work is done can enable individuals to work at the times they feel most productive or to handle personal responsibilities without conflict, which can greatly improve mental well-being. This policy directly addresses the boundary issue by empowering employees to set healthier schedules. (It's worth noting how this aligns with the young professionals' call for trust and flexibility from employers – both sides see this as beneficial.)

Emotional support and time management guidance: Another stakeholder mentioned providing "emotional support to handle stress, set priorities, and improve time management." This suggests a more mentorship- or coaching-oriented approach, where young professionals can get advice on managing their workload and stress. It could take the form of counseling services, stress management workshops, or just an open-door policy for discussing challenges. By helping youth prioritize tasks and manage time, the organization aims to alleviate feelings of overwhelm, and by offering emotional support, they acknowledge the mental health aspect of remote work.

Skills training and interactive activities: One stakeholder indicated that their support comes through fostering skills like leadership, critical thinking, and providing interactive activities. This sounds like an organization that invests in capacity-building programs for young people. While not directly a mental health intervention, such training can improve confidence and engagement, which in turn can positively affect well-being. Interactive

activities might also serve to keep young remote workers connected and motivated (addressing the attention span and engagement issues). In short, this approach is to equip young professionals with skills and a sense of community, which can mitigate some remote work challenges.

One-on-one support and mentoring: Another response simply noted “support and mentoring.” This likely means the organization ensures that young professionals have mentors or go-to persons to talk to about their work and challenges. Mentorship can provide guidance, feedback, and an emotional safety net for remote employees who might otherwise feel adrift. Regular check-ins with a mentor can both monitor progress and provide personal encouragement, tackling two challenges at once (oversight and isolation).

No specific support (gap): Not all stakeholders had robust measures to share. One respondent candidly answered that their organization currently provides no particular support for the mental health of remotely working young people. This is an important insight: it implies that there are organizations in which young remote workers are essentially on their own, without tailored policies or resources addressing their well-being. This gap could be due to lack of awareness, resources, or priority, and it highlights an area for improvement. Young professionals in such environments might rely solely on their personal coping strategies (as detailed earlier) and could benefit if their organizations adopted some of the supports mentioned by others.

It’s clear that organizational responses vary – some stakeholders are implementing flexible policies and supportive practices, while at least one has recognized a lack of action in this area. The most common thread among those who do provide support is an emphasis on flexibility and personal support (whether through scheduling, mentoring, or training). These align well with the needs the young professionals expressed. Encouragingly, there is recognition of the importance of work-life balance and managing stress, though the extent and formality of these supports differ across organizations.

In addition to the insights collected on the questionnaires / survey, many of which were echoed in the face to face event, participants of the event on the 10th of January also commented the following areas / topics:

- Switching from physical presence to online/remote work and then back again can be very difficult.
- In remote work, boundaries about working hours are often overlooked and downplayed.
- There is a feeling of isolation, especially if teams haven’t worked together for long to establish trust and rapport.

- Self care, chores, work, all tend to get mixed up when clear boundaries are not present.
- Access to other colleagues and coworkers can be frustrating when each person has a different arrangement about availability and working hours.
- It takes much longer to understand company culture as a newcomer when working fully remotely.
- There is a need to belong and associate that often is ignored in remote work.
- Feeling lonely and disconnected despite the fact of being “always connected”.
- Miscommunication and cultural barriers in written communication that would be easier to address face to face.
- Issues with technology and equipment lack of proper onboarding in software used by employers, especially to track productivity and outputs.
- Trust towards the employee VS the need to monitor and have KPIs that are measurable.
- Too many tools for remote work (collaboration tools, communication tools, monitoring tools, project management tools, etc)
- Too much time spent on collaboration efforts (meetings, zoom calls, etc) that limits productive time.
- Lack of support for neurodiverse people and their remote work needs.
- Lack of transparency in working arrangements and expectations about availability
- Lack of boundaries in separating personal time and working time
- Downplaying the tiredness and stress caused by work, just because work is taking place remotely.
- Feeling pressured to be connected all the time and respond immediately.
- Feeling guilty when attempting to set and maintain boundaries
- Struggles with setting boundaries with other people present at home during remote work.
- Difficulties and challenges in evaluating performance when working remotely.

4. Conclusions

Based on the survey responses and the roundtable discussion, several key conclusions emerged regarding remote work and mental health among young professionals in Cyprus:

- **Isolation and Communication Challenges:** A significant portion of young professionals reported that isolation and lack of efficient communication were primary factors affecting their mental well-being while working remotely. Many expressed difficulties in feeling connected to their colleagues and organizations, impacting both productivity and job satisfaction.

- **Blurred Work-Life Boundaries:** Many young professionals struggle to maintain clear boundaries between work and personal life. The expectation to be constantly available and respond immediately to messages contributes to stress and burnout.
- **Lack of Employer Support and Recognition:** A prevalent issue among young professionals was the lack of support from employers in addressing mental health challenges. Many felt undervalued and underappreciated, which worsened their experience of burnout.
- **Digital Tool Overload and Fatigue:** While digital tools are essential for remote work, excessive use of communication and collaboration tools led to digital fatigue. Many professionals found it difficult to manage multiple platforms and felt that too many virtual meetings reduced their productivity.
- **Diverse Coping Strategies:** Young professionals employ various coping strategies, including regular breaks, mindfulness practices, structured routines, and physical activity. However, the effectiveness of these strategies depends on personal discipline and employer policies that support mental well-being.
- **Stakeholder Perspectives Align with Youth Experiences:** Stakeholders working with young professionals recognized motivation issues, boundary-setting struggles, and lack of self-discipline as common challenges in remote work environments. They emphasized the need for better mentoring and structural support.
- **Lack of Formal Organizational Support:** Many stakeholders acknowledged that their organizations lack formal mental health support policies for remote workers. While some initiatives exist, structured guidance and formal programs are still missing in most workplaces.
- **Flexibility as a Key Solution:** Both young professionals and stakeholders highlighted the importance of flexibility in work schedules as a critical factor in reducing stress and improving productivity. Greater autonomy in setting work hours contributes to a healthier work-life balance.
- **Challenges in Performance Evaluation and Company Culture:** Remote workers find it difficult to understand company culture and feel fully integrated into teams. Additionally, measuring performance and productivity remains a challenge for both employees and employers in remote settings.
- **Need for Inclusive Policies:** Remote work structures do not always accommodate neurodiverse individuals or those with unique working needs. More inclusive policies are required to support diverse employees effectively.



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