

Wellbeing that works in real event life

A practical follow-up for the MESA community | Monthly Member Forum, 27 August 2026

Great events should not come at the expense of the people delivering them.

Wellbeing is not an extra perk. It is part of how we design workload, communication, recovery and the participant experience.

The 4 Cs: a simple lens for teams and participants

CLARITY

Make roles, expectations and what is truly urgent explicit.

CALM

Reduce avoidable friction and create small moments to reset.

CHOICE

Give people useful options where flexibility is possible.

CAPACITY

Notice overload early and plan work and recovery realistically.

Try this this week

- 1 Run a 10-minute capacity check. Who is maxed out, who has room, and what can move?
- 2 Define "urgent". Agree what really needs an immediate response, and what can wait until working hours.
- 3 Protect recovery before the event happens. Put the debrief and buffer time in the calendar now.
- 4 Make one opt-out explicit. Tell people which dinner, social moment or activity is genuinely optional.
- 5 Remove one friction point. Pick a participant touchpoint and ask: what is confusing, tiring or harder than it needs to be?

Use the same lens for participants

A wellbeing-aware event is not just a yoga room. Apply the 4 Cs to the whole participant journey:

CLARITY

Can people quickly understand where to go, what happens next and who can help?

CALM

Where can you reduce noise, queues, uncertainty, visual overload or constant stimulation?

CHOICE

Can people choose how they participate, take a break, sit differently or skip a non-essential social moment?

CAPACITY

Does the programme respect attention and energy, or ask people to perform at full intensity all day?

When the pressure is real

Tight deadline or budget? Make the trade-offs visible. If timing cannot move, decide what changes in scope, staffing or service level. Do not let "yes" silently mean "everything".

Solo operator or limited control? Protect what you can control: response windows, micro-recovery, travel, clear risk flags and which non-essential commitments you accept.

People do not feel safe speaking up? Leaders need to respond constructively to "I am at capacity", redistribute work and stop rewarding heroic overwork. Safety is shown in the response.

Recovery is part of delivery

After the event: avoid forcing the team straight into travel, celebration or the next project. Create a buffer, then debrief when people can think clearly. A simple Start / Stop / Continue review is enough to capture learning.

What the MESA discussion surfaced

The biggest sources of avoidable stress were not "lack of wellness activities". They were everything being treated as urgent, uneven workloads and unclear expectations. Those are design problems, which means we can work on them.

Keep exploring

On-demand eLearning: [Event Mental Wellbeing course](#)
Websites: eventmentalwellbeing.com | leladijo.com

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Small shifts can make a big difference, for organisers, teams and participants alike.

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