

Table 2. *Proposals of Employees to deal with the challenges.*

Themes	
Communication	<ul style="list-style-type: none">• Training in communication skills.• Collaboration with psychologists who have undergone appropriate training.• Joint actions between organizations and collaboration with local institutions.
Accessibility	<ul style="list-style-type: none">• Infrastructure improvement.• Better living conditions for refugees.• Help and guidance from the state to address living conditions and infrastructure challenges.
Financing and resources	<ul style="list-style-type: none">• More and better resources, donations, and basic materials.• More funds to support humanitarian efforts.• Improvement of infrastructure and living conditions.• Proposing a salary increase and advocating for more transparency at work.
Education and training	<ul style="list-style-type: none">• Seminars, organizational programs, and ongoing training.• Need for supervision and clear lines of responsibility.• Training programs for translators.
Mental Health and well-being	<ul style="list-style-type: none">• Importance of stress management.• Participation in social events.• Improved physical and mental safety measures.• Additional days off to facilitate stress reduction.• The importance of serenity and believing in one's own abilities.• Experiential workshops and self-care.• Initiatives to strengthen self-determination.• Strategies to strengthen resilience.• Psychotherapy as a means of support.• Decompression and relaxation measures.• Incorporating therapeutic activities such as dance, theater, or art to enhance well-being.