the Possibilists

Report 2023

Data-driven insights into the impact, lives and needs of young changemakers.

More than a *study*

Initiated by ChangemakerXchange, The Possibilists is an Alliance of the world's largest support networks for youth innovation. Collectively we reach hundreds of thousands of young changemakers, activists, and social entrepreneurs around the world.

We envision a global support ecosystem that is aligned by a shared, data-driven understanding of the needs that young changemakers have; creating the best possible conditions for their initiatives and themselves to thrive.

Young individuals are creating important positive change on all fronts of society, but they face immense challenges.

This report highlights their impact and sheds light on their struggles and needs. We believe it has the potential to serve as a leading resource for governments, foundations, civil society and anyone willing to support young social innovators.

the Possibilists

Looking back: Examples of *actions* taken since 2021

In the past 18 months, support organizations, funders and changemakers rolled up their sleeves and got to work in response to the results presented in the 2021 Report.

The Possibilists *Directory*

One of the key needs expressed by young changemakers in the 2021 Study was more and easier access to funding, capacity-building, and support programs.

In response, we launched The Possibilists Directory in 2022, a freely accessible and growing repository of offers from more than 600 international support organizations.

A global *directory* of support programs

thepossibilists.org/directory

Selected actions
support organizations and *funders* have taken

"The Possibilists report clearly showed us that young changemakers continue to face significant barriers, including access to capital and tech skills, with the data showing this is particularly true for founders who come from underserved communities. That's why we've expanded our efforts to support the social innovation ecosystem, committing another €10 million in funding through the Google.org Social Innovation Fund on AI, including providing grants of up to $250K and AI-expertise through INCO's SocialTides.eu, a bespoke accelerator program to support underserved social entrepreneurs in Europe."

Rowan Barnett
DIRECTOR GOOGLE.ORG, EUROPE, MIDDLE EAST & AFRICA

Jennifer Beason
GLOBAL DIRECTOR OF SOCIALENTREPRENEURSHIP, SAP

"The Possibilists provided us and others with invaluable insights about the impact young social startup founders create and the unique challenges they face. We believe overcoming these challenges starts by giving young innovators a 'seat at the table', which is why we expanded opportunities to fund access for them to take part in global convening events such as the World Economic Forum, COP, the United Nations General Assembly and the Social Enterprise World Forum. We also doubled down on models like the TRANSFORM Support Hub, a platform which offers a variety of capacity building for entrepreneurs."

Stefanie Beßler
SOCIAL IMPACT AWARD

"As a response to the 2021 Report and the 'need for more connections and community', we created the "Community Labs", a series of events which facilitate cross-cohort and cross-country connections among changemakers in our network. We also introduced new alternative funding opportunities and provide more capacity building for our alumni in that area."

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The impact of the 2021 Study on *young changemakers*

Natalia Bialobrzewska
KONTAKT KOLLEKTIV, POLAND

"To me, as a migrant and female social entrepreneur, the Possibilists Report opened my eyes to the fact that my struggles and experiences of burnout and financial challenges are not solely my own. This realization has prompted a shift in my mindset. This newfound awareness has fueled my determination to speak up openly about the unique obstacles we face, fostering a better understanding within the socio-entrepreneurial ecosystem."

Marcela de Anda
PSIGO, MEXICO

"The data helped us understand that we share a lot of similar challenges with other social businesses and social entrepreneurs - and in that sense our venture wasn't unique or problematic in terms of its challenges. That actually gave us some hope and motivation to keep going. We realized we weren't alone in our struggles."

"The 2021 Possibilists Report opened my eyes to pay more attention to my wellbeing and mental health, things I wasn't previously caring much about. After reflecting on the staggering data, I embarked on an intentional journey to prevent burnout."

Ssekitto Kalule Emmanuel
FACES UP, UGANDA

The impact of the 2021 Study on
young changemakers

Jo Bautista
SENDTOGIVE, PHILIPPINES

"By making our challenges known, the Possibilists Study has created the opportunity for changemakers to be supported by communities, organizations, and local governments. The Possibilists study enables all people to take part in solving some of the world's biggest challenges, starting with the understanding and awareness that we must first help each other."

Melanie Marcel
SOSCIENCE, FRANCE

"Talking about the mental health of social entrepreneurs and youth activists in these deeply troubled times is a necessity. Studies like The Possibilists help us advocate for our needs as we fight for social justice, while making it a key component of a better world overall."

"The findings reminded me that entrepreneurship can sometimes feel lonely, but knowing that there are other young founders facing similar challenges gave me a sense of companionship. Overall, it served for personal reflection and motivation to push forward – knowing we are part of a larger community of changemakers."

Emilio Sandoval Hernández
MAKOA , MEXICO

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The 2023 Possibilists Study

The power of *purpose*: Despite mounting financial insecurity, high risk of burnout, and ever-present climate anxiety, young changemakers report high levels of *life satisfaction*.

Let's deep dive into our *findings*.

Who Participated

We surveyed 1656* young changemakers from 135 countries around the world.

The Possibilists Study 2023 went live on February 13th, 2023 and ran until March 26th, 2023. It was disseminated among 20 global Possibilists Alliance members and over 50 local and regional Network Partners, as well as other changemaker communities. It builds on the insights from our 2021 study and addresses young people aged 16-35 who currently lead initiatives that tackle social and/or environmental problems.

In a push to promote inclusivity, the study was offered in seven languages, including English, Arabic, German, Spanish, French, Portuguese, and Indonesian.

* 1160 of the participants run existing initiatives beyond the ideation stage. With the exception of the demographic data, the findings presented in this report are focused on this smaller sample of 1160 changemakers.

Gender

○ 0,5% Other
● 1,2% Prefer not to disclose
● 1,7% Non-Binary
● 48,1% Male
○ 48,5% Female
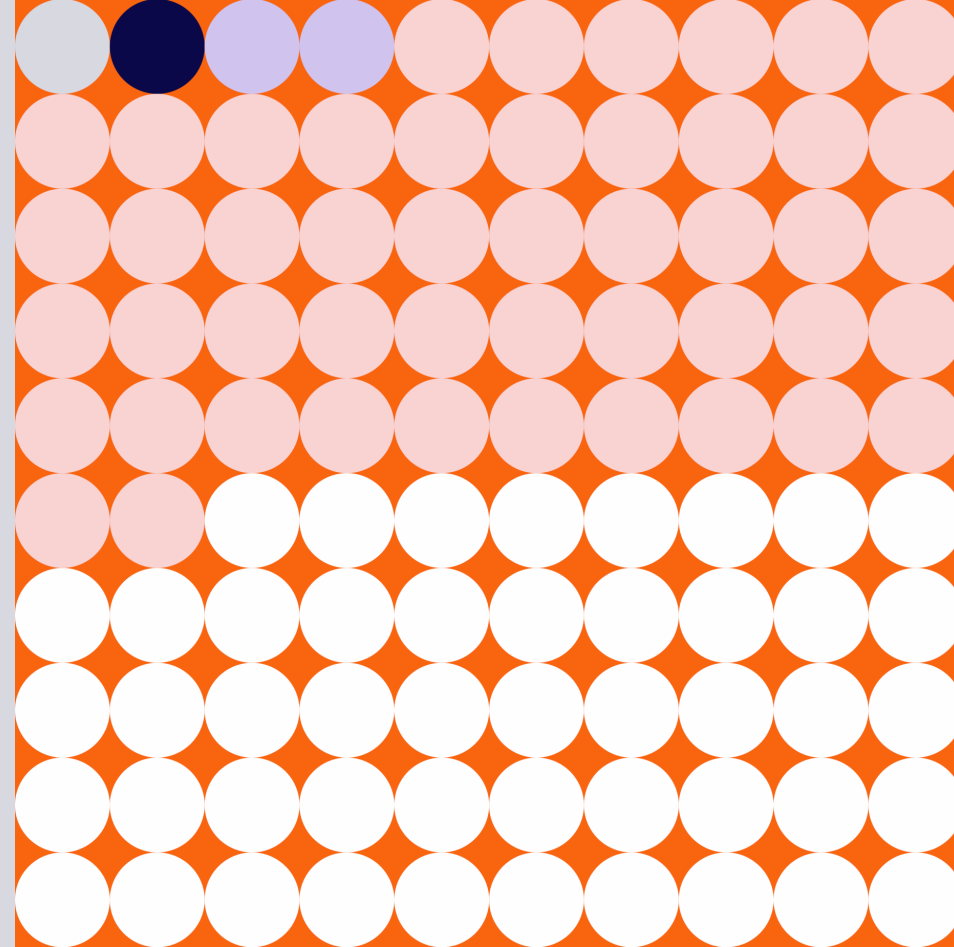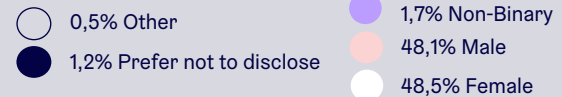
Who **Participated**

8.4% of the participants are in the intention phase, 21.6% are currently developing ideas, 31.6% are in the start-up phase, 25.6% are operational while 12.1% of the respondents are in the scaling phase.

When asked to consider their personal role in driving social and environmental change, and the extent to which they can associate with the following descriptions, 94.5% agree or strongly agree with the description 'changemaker, 89.4% agree or strongly agree with the label 'young leader', 81.2% agree or strongly agree with being named a 'social innovator', 71.4% agree or strongly agree with 'activist', while 73.5% agree or strongly agree with 'social entrepreneur' and 54.4% agree or strongly agree with 'intrapreneur'.

60.7% of the 1160 changemakers' initiatives are defined as a non-profit (association, charity, foundation), 12.8% are a for-profit organization (commercial company), 2.1% are a cooperative, 4.8% are a hybrid organization (L3C, community interest company, incorporated as benefit corporation etc.), 1.6% are a public institution, 5.7% are self-employed, 7.2% are not (yet) incorporated) and 5.1% defined their initiative as 'other' (than the above mentioned).
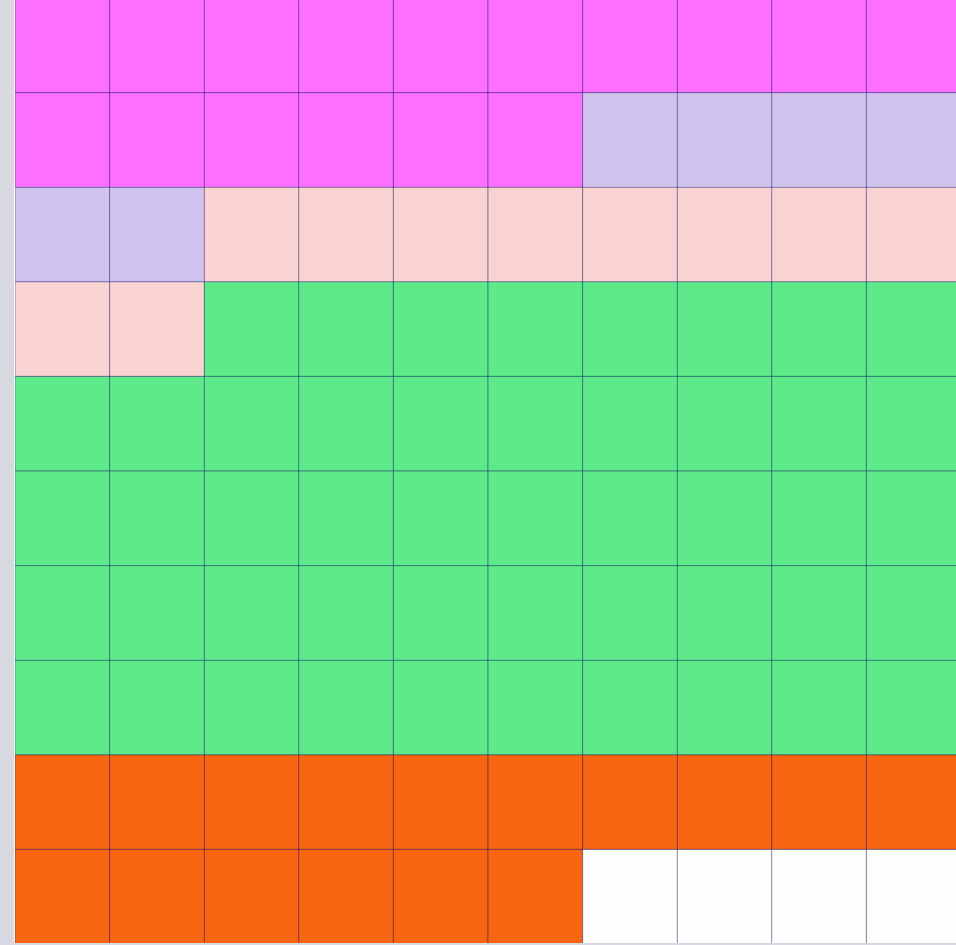
Origin

- 🟪 16% Europe
- 🟦 6% Central & South America
- 🟥 10% MENA
- 🟩 48% Sub Saharan Africa
- 🟧 16% Asia & Pacific
- ⬜ 4% North America

Who Participated

When asked about the highest degree of education they have aquired until now, 0,5% claimed they have no formal education, 5,3% completed secondary school, 12,2% graduated from highschool or an insitution, 5,1% aquired vocational training, 48,4% have an undergraduate degree (e.g. bachelor's), 23,3% completed a graduate degree (e.g. master's), 1,6% have a PhD and 3,6% chose the ‚other' option.

38% of respondents participating in the 2023 Possibilists Study consider themselves to be marginalized. We identified and clustered their qualitative answers and the most frequently mentioned ones were: People from a rural or underdeveloped community (13 mentions), Indigenous people (14 mentions), Economically disadvantaged people (22 mentions), Disability or other health related issues (31 mentions), Young people (33), Racial discrimination (36 mentions), Religious or other minority group (51 mentions), Migration background (Refugees, immigrants etc.) (58 mentions), LGBTQAI+ (61 mentions), (Young) Women and girls (94 mentions).
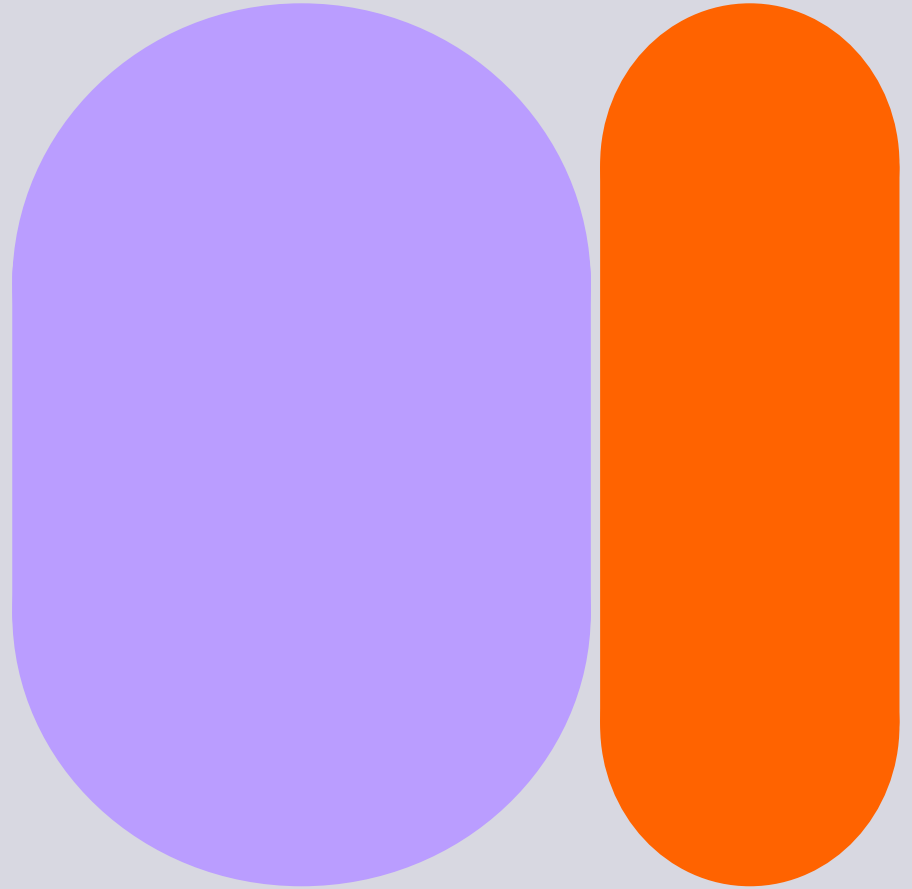
62% No   38% Yes

Why they are changemakers

Young changemakers are deeply driven to make the world a better place.

95%
want to mobilize and empower others

92%
want to do something for the community they come from and/or live in

92%
want to contribute to pressing global issues

KEY INSIGHT

The least significant motivator (less than 75%) was to develop their own employment opportunities.

However, changemakers from the global South indicated greater motivation to better their own employment opportunities, while also indicating that they were strongly affected by the issues that they are addressing.

That being said, as a whole, young social innovators are not primarily driven by their own desire to "get ahead" professionally, but rather by an intrinsic motivation to improve the lives of others on a local and global scale.

Case Study

LOCATION
**Uganda**

INITIATIVE
Faces Up Uganda

Faces Up Uganda uses art as a means of rehabilitation and empowerment for young people living in underserved communities, addressing both their psychosocial needs and SEL (social, emotional, learning) skills gap. Additionally, they equip children and young people with art skills to create artworks that are later sold to raise funds and support the education of children from financially challenged backgrounds.

Ssekitto Kalule Emmanuel
FACES UP, UGANDA

"Having been raised by a single mother, I didn't experience the blessing of having a father as a mentor or role model. When I was nine, I began my long and struggled search to find a male figure from whom I could learn from and "look up to". Looking back, this was a very hard process for me and definitely impacted my youth and teen years.

When I turned 16, I started reaching out to other young people, especially those in underserved communities, to share with them what I had learned in hopes that it could ease their struggles and help them cope. It wasn't until later when I was doing research on art and child psychology that I realized the importance of creating spaces for youth to dream big and pursue their dreams free of judgement. I realized that I needed to reach out to more young people in a better organized way, which led to the founding of Faces Up Uganda."

What they work on

When asked to consider their work within the United Nations Sustainable Development Goals (SDGs) framework, the three main SDGs that young social innovators focus on are:
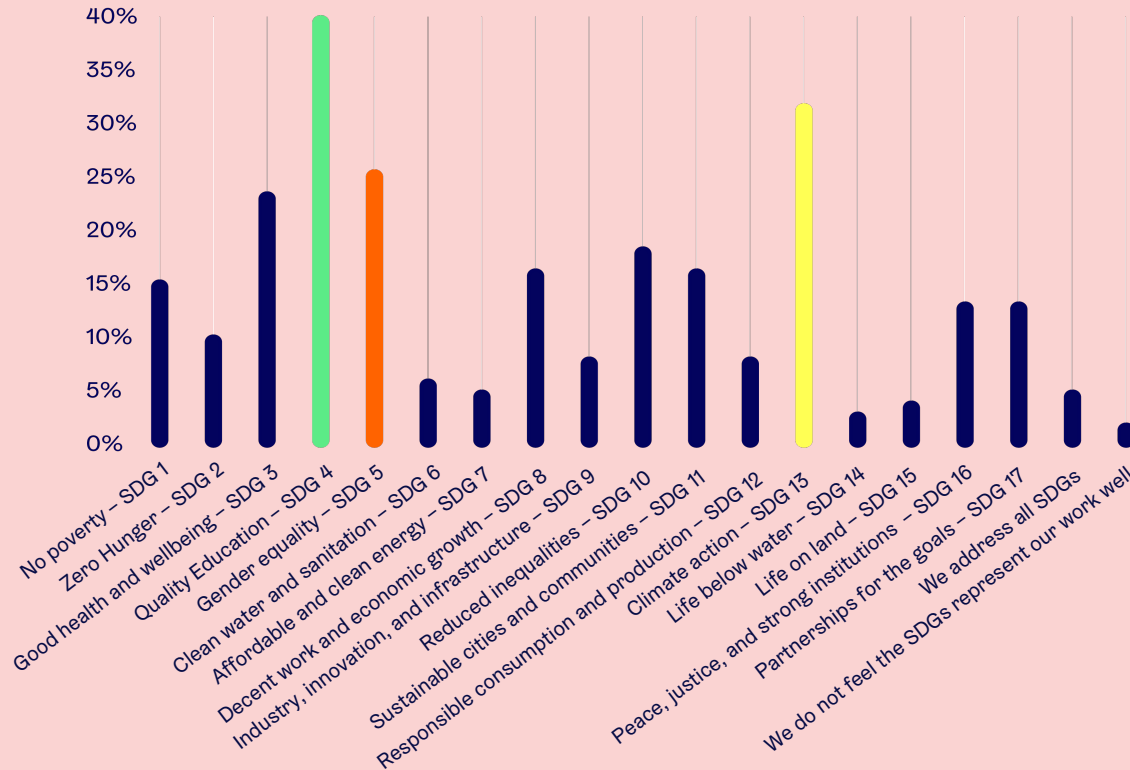
SDG 4	SDG 13	SDG 5
Quality Education	Climate Action	Gender Equality
39.2%	30.9%	25.3%

KEY INSIGHT

Compared to the 2021 report, SDG 4 (Quality Education) is still a priority but decreased from 58% to 39% as focus became more evenly distributed across topics. SDG 13 (Climate Action) rose by 21% since 2021 and is now the second focus area, replacing SDG 10 (Reduced Inequalities). This reflects the urgency young changemakers feel in regard to climate action. SDG 5 (Gender Equality) now takes the third spot, replacing SDG 3 (Good Health and Well-being).

Chart (percentage by SDG):
- No poverty – SDG 1: 15%
- Zero Hunger – SDG 2: 10%
- Good health and wellbeing – SDG 3: 23%
- Quality Education – SDG 4: 40%
- Gender equality – SDG 5: 25%
- Clean water and sanitation – SDG 6: 6%
- Affordable and clean energy – SDG 7: 5%
- Decent work and economic growth – SDG 8: 16%
- Industry, innovation, and infrastructure – SDG 9: 8%
- Reduced inequalities – SDG 10: 18%
- Sustainable cities and communities – SDG 11: 16%
- Responsible consumption and production – SDG 12: 8%
- Climate action – SDG 13: 31%
- Life below water – SDG 14: 3%
- Life on land – SDG 15: 4%
- Peace, justice, and strong institutions – SDG 16: 13%
- Partnerships for the goals – SDG 17: 13%
- We address all SDGs: 5%
- We do not feel the SDGs represent our work well: 2%

How they create change

As innovators, young changemakers use a number of creative approaches in order to create positive change. Be it education, advocacy or policy change, here's a breakdown of how they generate impact.

Category	Value
Improve people's live through education and training	71,0%
Inform or influence public opinion	37,9%
Support and consult other organisations in their activities to create impact	36,6%
Work directly to support the biosphere/ the environment (e.g. protect the climate, reduce CO2)	32,5%
Work directly with beneficiaries (e.g. provide warm meals for homeless)	29,1%
Challenge and inspire new thinking through arts and culture	27,1%
Create change through policy	24,7%
Sell products or srvices with positive social or environmental impact	24,3%
Employ disadvantage people or help them find a job	23,0%
Work inside an organisation to improve its impact (e.g. as intrapreneur)	22,2%
Invest in other projects, ventures or initiatives	18,0%
Other	4,2%
I don't know (yet)	0,3%

KEY INSIGHT

Young changemakers work with diverse theories of change, and on average use 2.46 different approaches to create impact; most prominently education at 71%, influencing public opinion at 37.9%, and supporting other organizations or environmental work at 36.6%.

A look at their
reach **and** *impact*

Be it the people they reach indirectly through social media and other forms of communication, or those they work with directly, young social innovators consistently cite their impact as being the most rewarding aspect of their work.

● **Indirect reach**

The amount of people their initiatives reach via social media, newsletters or other forms of communication on average.

● **Direct reach**

An estimate of how many people lives they expect to have positively impacted, meaning how many have either directly participated and benefited from their activities or have been using their services and/or products on average.

37.272

5.510
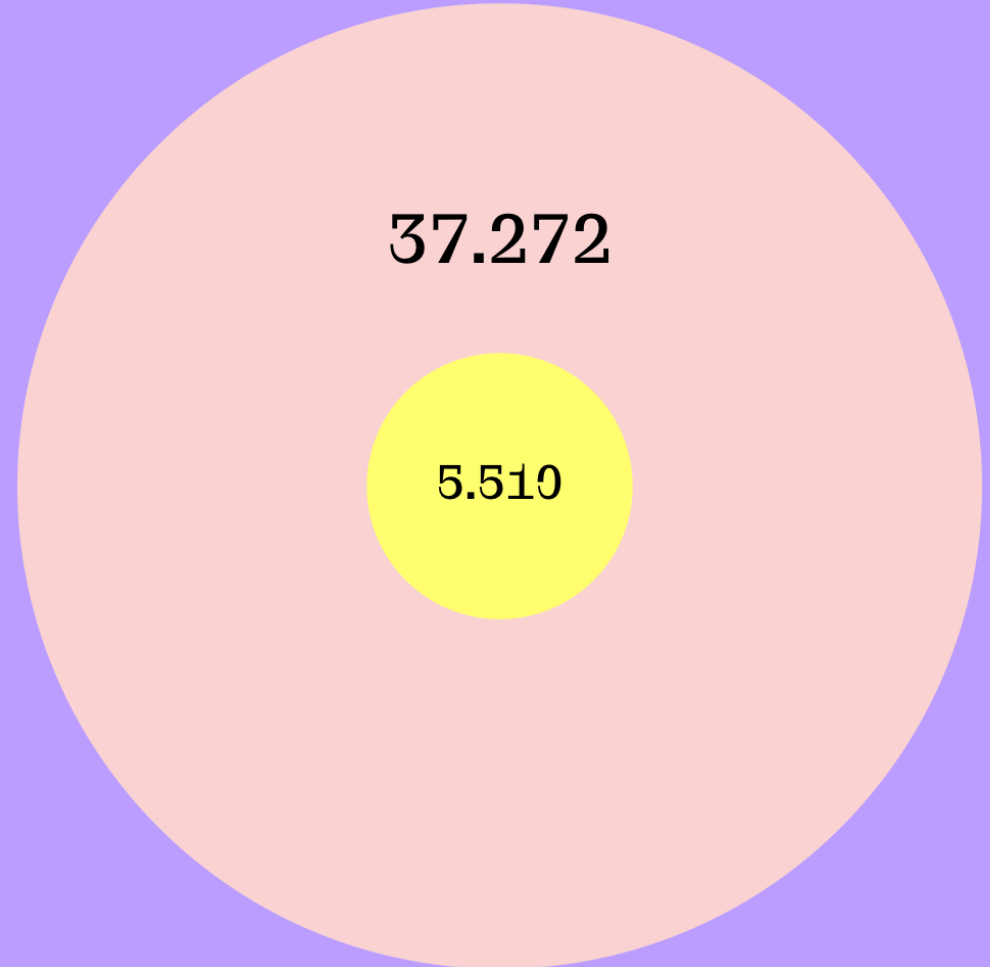
A closer *look*

"Through our physical and online youth facility, I have reached over 10,000 young people with information and services on reproductive *health* including HIV testing and counseling, contraceptives, adherence counseling, life skills, and entrepreneurship. I have helped 500 young people living with HIV and disabilities get mental health *support* which has enhanced their coping skills and community engagement, especially in policy spaces and leadership. I also trained and coached on entrepreneurship 60 young women living with or affected by HIV. This has reduced the entrepreneurship gap among women by igniting their *potential* and reducing *generational* poverty. This program has also reduced sexual gender-based violence among women due to their economic vulnerability, thus reducing their further exposure to HIV infection and re-infection."

Rogers Omollo
ACTIVATE ACTION, KENYA

Marcela de Anda
PSIGO, MEXICO

"In our efforts to break down the taboo around *therapy* and psychological support, and as a means to find new clients for our solution, we have shared fun, engaging and accessible educational content through our social media channels. In doing so, we have reached up to 60,000 followers in more than 14 countries that have turned into more than 2000 hours of therapy. Seeing the impact that our social media content has, and knowing that it also converts people to pursue deeper therapy with us, has been deeply *rewarding* and perhaps our greatest achievement to date."

A look at *life happiness* and future *optimism*

Despite the many challenges, hardships and uncertainties they face, life satisfaction among young changemakers is strikingly high.
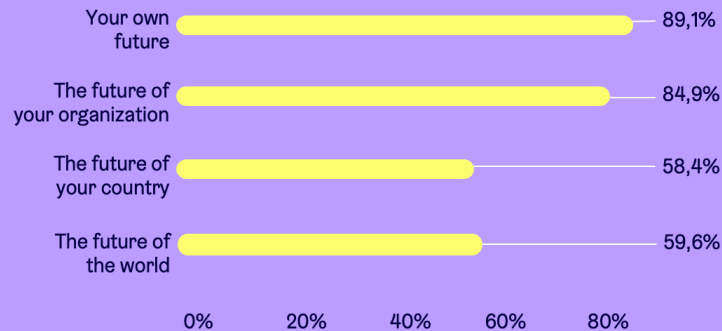
On a scale of 0 to 10, they rank at a 7. This is considerably higher than the global average of 5.6.

In fact, if changemakers were a country, they would rank 14th in the world (out of 96 surveyed countries), between Canada and Ireland.

World Happiness Report (2020 – 2022)

5,55

5,68

The Possibilists

6,92

7,00

⬤ Mean

⬤ Median
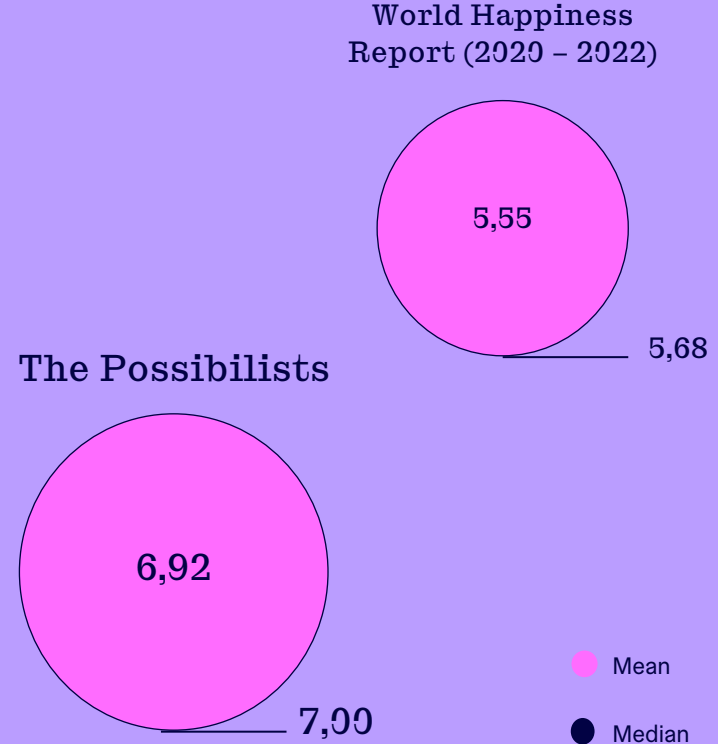
A look at *life happiness* and future *optimism*

Overall, respondents appear overall optimistic about the future, however, while almost everybody sees a bright future ahead for themselves and their organizations, less than 60% can envision this for their countries and the world.
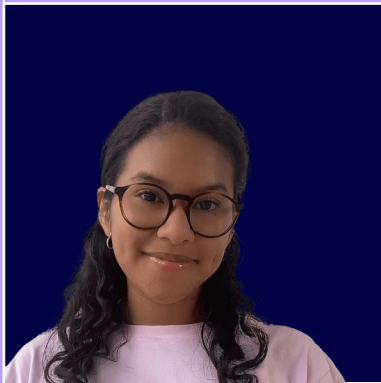

Your own future	89,1%
The future of your organization	84,9%
The future of your country	58,4%
The future of the world	59,6%

0%   20%   40%   60%   80%

To better understand this phenomenon identified in the study, we turned to interviews with participants. They consistently note that it is their impact and the recognition for their work that contributes to their life satisfaction and is most rewarding. Being able to pursue their passion and work in line with their purpose and values plays a key role in their overall contentment.

And while they are certainly a very altruistic group, the study did find that the greater ability to compensate themselves for their work is also associated with higher life satisfaction.

Finally, it is worth noting that those who are very disenchanted by their work may also be less inclined to participate in such a survey, as one could suppose that those who are most motivated, satisfied, engaged and energized are also most likely to contribute to such a study.

"Being able to follow my purpose and passion and have the ability to build a community, measure its impact, and see that my work is making a difference and improving the lives of others is very rewarding. I also enjoy that I can approach social problems creatively to find innovative and effective solutions to social challenges. It makes me feel free, as though I can expand my ideas, without limits. Managing a social business successfully and, at the same time, having time for personal, family, and leisure activities contributes to forming my identity as a whole person. It makes me feel strong, capable and that despite the challenges, I can get ahead. And finally, when my work is recognized, appreciated and supported by my community, my family, my clients, and other stakeholders it really reinforces my commitment and motivation."

Belen Montesinos Canales
YURA WARMI, PERU

"Having the opportunity to make a positive impact on my community and work alongside amazing individuals is immensely fulfilling. The sense of purpose I experience when seeing the positive outcomes of Makoa contributes significantly to my life satisfaction. I feel truly blessed to have the privilege of doing what I love every day and being part of a meaningful journey that brings fulfillment to my life."

Emilio Sandoval Hernández
MAKOA , MEXICO

"There are times where things are really tough, but then I get a review or feedback from our beneficiaries highlighting the impact we have had on their lives and everything changes. Out of nowhere, smiles are all over my face and I am reminded of the importance of the work we do. Seeing other people navigate their life as better people - in part due to our support - is extremely rewarding and keeps me going."

Ssekitto Kalule Emmanuel
FACES UP, UGANDA

"Lack of Arab youth in the global climate conversation pushed me to start AYCM in Qatar. Arab Youth Climate Movement Qatar LLC(G) is an independent, non-profit, think-and-do-tank for environmental awareness & advocacy, research, and policy analysis in the Arab world. Today I am extremely proud to represent Arab youth at so many large and small events around the world. I feel honored to be entrusted with this voice and that the work we have been doing since 2019 is starting to bear fruits of success locally, regionally and globally. This acknowledgement, combined with following my passion for climate action and youth social movement, brings me many moments of small happiness that collectively make me want to keep fighting for a better future."

Neeshad Shafi
QATAR, ARAB YOUTH CLIMATE MOVEMENT QATAR

The key *challenges* faced by changemakers

Despite tackling some of the world's most challenging issues with a creative and tenacious spirit, young changemakers also face heavy-weighing challenges within their lines of work. These conditions make it difficult for them, and their teams, to thrive and deepen their impact.
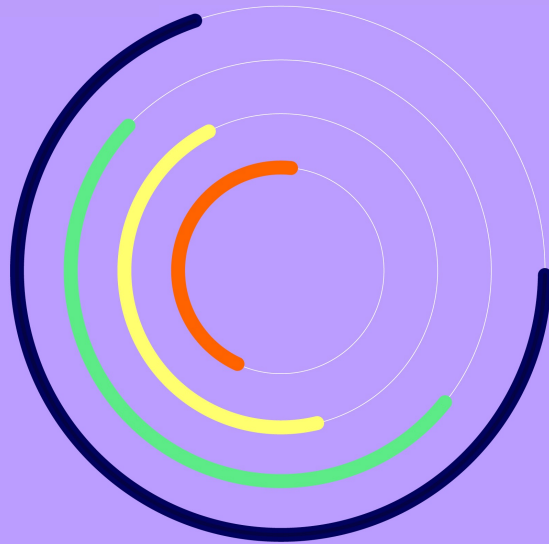
Lack of personal financial security
70%

Juggling various responsibilities
52%

Lack of important contacts
47%

High risk of burnout
46%

A vicious cycle:

While the study did not find a direct correlation between ability to compensate oneself and risk of burnout, the interviews told a slightly different story.
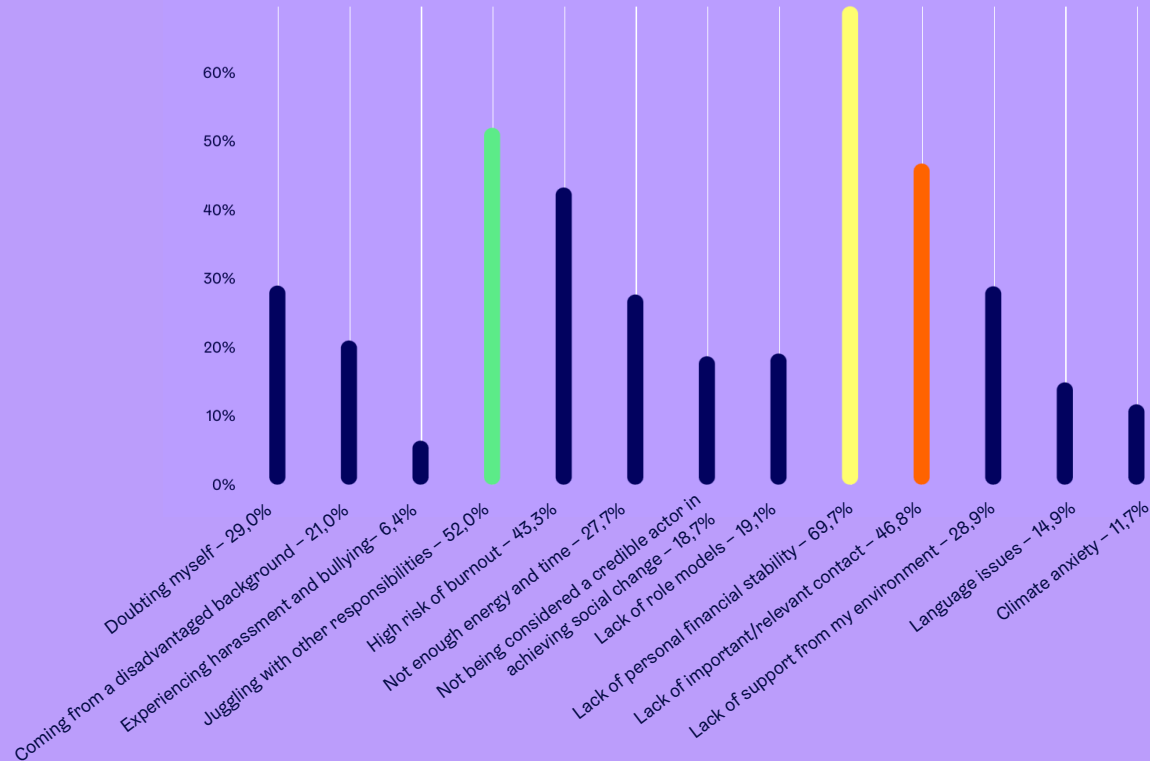
Nearly all those interviewed identified a strong connection between financial insecurity and the detrimental effect it has had on their mental health. In many cases, they described being stretched thin, worrying about finances, and feeling overwhelmed or alone, all of which is connected to burnout.

Being burnt out makes economic success even less feasible, thus young changemakers are often forced to look for additional employments to carry them through, resulting in the perpetuation of this cycle. Consequently, it is difficult to isolate the key challenges that young changemakers face, as there is much overlap.

Therefore, a more holistic approach to supporting young social innovators would be beneficial to all.

Breaking down the *hurdles*

Hurdles *(non-marginalized changemakers)*

Bar chart with categories (y-axis 0% to 60%):
- Doubting myself – 29,0%
- Coming from a disadvantaged background – 21,0%
- Experiencing harassment and bullying – 6,4%
- Juggling with other responsibilities – 52,0%
- High risk of burnout – 43,3%
- Not enough energy and time – 27,7%
- Not being considered a credible actor in achieving social change – 18,7%
- Lack of role models – 19,1%
- Lack of personal financial stability – 69,7%
- Lack of important/relevant contact – 46,8%
- Lack of support from my environment – 28,9%
- Language issues – 14,9%
- Climate anxiety – 11,7%

Despite tackling some of the world's most challenging issues with creativity and tenacity, young changemakers also face immense obstacles within their own work.

These obstacles make it difficult for them, and their teams, to thrive and deepen their impact.

Breaking down the *hurdles*

Marginalized Changemakers face *more challenges*…

Changemakers who self-identify as marginalized face more hurdles on average, with the average number of reported hurdles being 3.39 compared to 2.6 for those who are not marginalized.
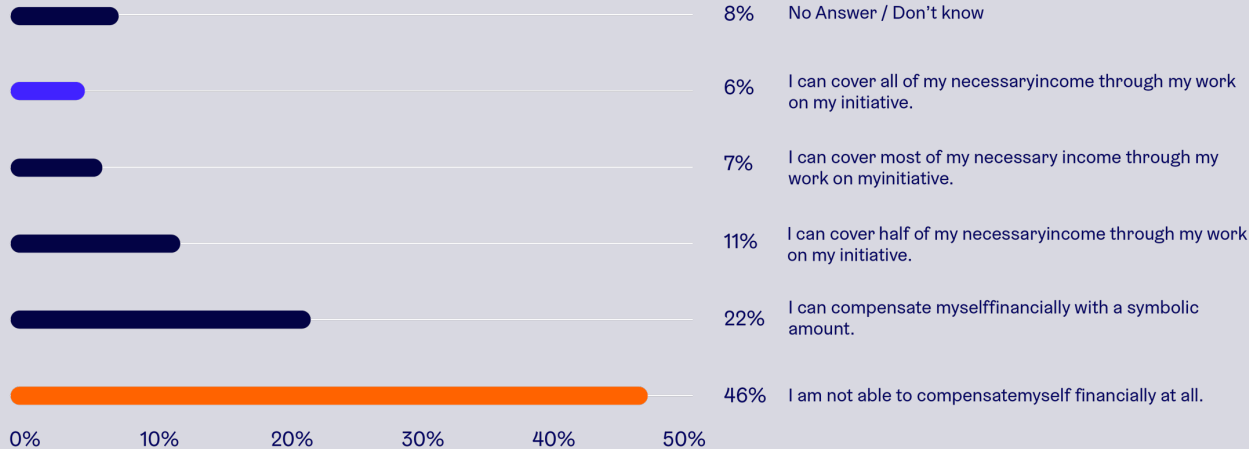
Hurdles *(marginalized changemakers)*

Bar chart categories (x-axis labels):
- Doubting myself – 33,2%
- Coming from a disadvantaged background – 53,9%
- Experiencing harassment and bullying– 12,7%
- Juggling with other responsibilities – 51,0%
- High risk of burnout – 49,0%
- Not enough energy and time – 24,3%
- Not being considered a credible actor in achieving social change – 19,2%
- Lack of role models – 19,0%
- Lack of personal financial stability – 70,6%
- Lack of important/relevant contact – 46,3%
- Lack of support from my environment – 30,0%
- Language issues – 18,0%
- Climate anxiety – 21,4%

A closer *look*

"I have come to discern that *women* face systemic inequalities and barriers that make striking the work-life balance extremely difficult. And I have seen this across cultures and classes wherever I have worked. Being a 35-year-old woman from India, I continue to navigate internalized and systemic patriarchy on a daily basis. As a founder working in the development sector in one of the most geo-politically fragile regions of India, I am often surrounded by men. I constantly face gender-based bias regarding my capabilities in leading the change. Consequently, I have to work twice as hard in the industry and at home to keep up with or defy the gender defined societal norms."

Namrata Tiwari
ITS ALL FOLK, INDIA

The Greatest challenge:
Financial *insecurity*

Financial insecurity is **consistently** referenced as the **greatest challenge** that young social innovators face.

Alarmingly, only **6.4%** of all young changemakers can cover all their necessary expenses through their initiatives. This is almost 3% less than in 2021, meaning their financial situation has worsened in recent years.

Access to funding remains a challenge, and the pandemic and rising inflation rates have left young social innovators with **even less financial security** and **increased concerns**.

Percentage	Category
8%	No Answer / Don't know
6%	I can cover all of my necessaryincome through my work on my initiative.
7%	I can cover most of my necessary income through my work on myinitiative.
11%	I can cover half of my necessaryincome through my work on my initiative.
22%	I can compensate myselffinancially with a symbolic amount.
46%	I am not able to compensatemyself financially at all.

0%   10%   20%   30%   40%   50%

78.9% of young changemakers can only cover half or less than half of their necessary income through the work on their initiative, meaning they have to look elsewhere for financial compensation and security.

The Greatest challenge: Financial *insecurity*

Chart — Mean compensation values by organization type:
- Non-profit (association, charity, foundation): 1,87
- For-profit (commercial company, partnership): 2,39
- Cooperative: 2,13
- Hybrid organization: 2,53
- Public institution: 2,54
- Self-employed, freelancer: 1,93

Y-axis: 1.00, 1.50, 2.00, 2.50, 3.00

KEY INSIGHT

While nearly everyone struggles to compensate themselves, this graph depicts mean values of compensation along the types of organizations reported in the survey. The higher the number, the greater the average level of compensation. An additional model has shown that there seems to be a meaningful connection between respondents' legal form and compensation.

A closer look at
compensation

Given that less than 1 in 10 young social innovators can live off of their ventures, let's explore some of the deeper correlations surrounding compensation:

- **Women are less likely to be able to remunerate themselves than men**. On a general basis, respondents from marginalized groups are significantly less likely to be able to compensate themselves.

- **Age plays a role too**: Individuals identifying as "young changemaker", "young leader" or "activist" are less likely to be able to financially support themselves through their initiatives. The older in age, the more likely they are to receive compensation.

- **The more educated changemakers are**, the more likely they are to receive compensation.

- Those leading or working at **later stage ventures** are more likely to appropriate payment.

- Changemakers **active in SDG 5** (gender equality) and **SDG 6** (clean water) are significantly less likely to report being able to compensate themselves. Those active in SDG 8 (decent growth) and SDG 11 (sustainable cities) are significantly more likely to report being able to compensate themselves.

KEY INSIGHT

Those who are younger in age and those belonging to marginalized groups, including women, are least likely to be able to compensate themselves for their work. This raises important questions about perceived self-worth, which is corroborated by their experience of being underpaid. While the study did not find a direct correlation between lack of compensation and increased risk of burnout, women and those belonging to marginalized groups do experience higher levels of burnout, which could therefore be loosely attributed to the mental burden of feeling undervalued/underpaid and the broader connections to self doubt, imposter syndrome and mental health.

Case-Study:
Financial *Insecurity*

Rogers Omollo
ACTIVATE ACTION, KENYA

LOCATION:
Kenya

INITIATIVE:
Activate Action

Activate Action, is a youth-led community-based organization that is dedicated to working with young people living with HIV and disabilities, providing them with mentorship, training, and resources to help them address the stigma and challenges associated with their conditions.

"Financial insecurity and the stress associated with it has had a detrimental impact on my mental health and overall well-being. I constantly worry about money and live in fear of not being able to provide for myself or pay my staff and sustain our projects. When a recent grant proposal was rejected, it made me feel trapped in a cycle of financial struggle that has led to increased anxiety and a decreased sense of self-worth.

Recent years have also seen rising inflation which has caused the cost of goods and services to increase. As a result, my wages have not kept pace with inflation, leading to a decrease in my purchasing power. I am unable to afford the same standard of living as before and I had to make difficult choices about which essential items I can afford.

At work, relying on a single income source has made me more vulnerable to financial instability. In order to combat this, I am exploring alternative income streams, including consultancy, or starting a side business, which would provide additional sources of income and increase my financial resilience. My support network - friends, family, and community organizations - have help immensely by providing emotional support, sharing resources such as office space and venues for our activities, and offered guidance in times of crisis."

Case-Study:
Financial *Insecurity*
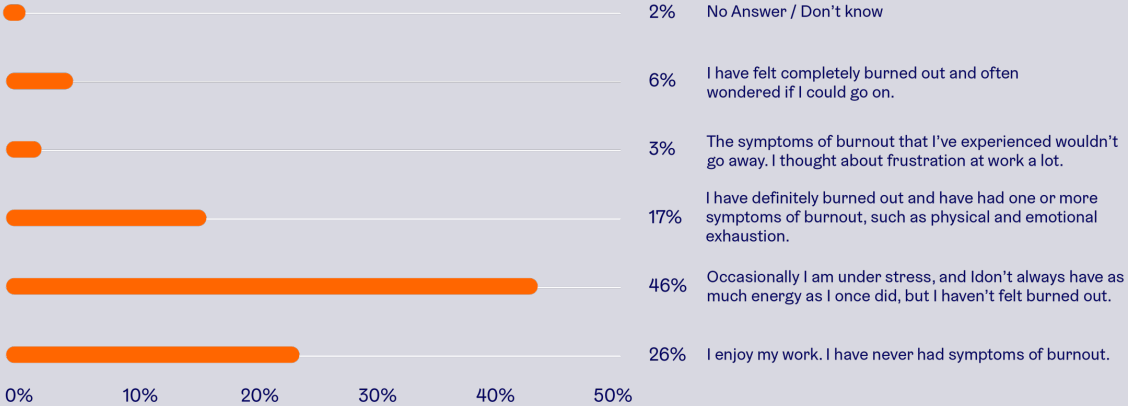

Elif
Atmaca

LOCATION:
Turkey

INITIATIVE:
Toyi

Toyi is a social enterprise that designs and produces open-ended play experiences for all children to make their daily lives more sustainable and playful. Toyi aims to produce play experiences accessible for every child by connecting social entrepreneurship and the toy industry.
with their conditions.

"Entrepreneurs have always faced uncertainty and financial uncertainty is an integral part of this reality. We recognized the importance of having a sustainable business model for our venture, beyond relying solely on project-based funds. Our primary source of income comes from selling our own product, allowing us to generate resources for our impact projects while covering operational expenses. However, the pandemic caught us off guard, introducing unprecedented financial insecurity and making decision-making challenging. Each day, we grappled with significant questions about the future of our business, contemplating whether to continue, downsize, or seek alternative employment. This period took a toll on our mental well-being, resulting in persistent anxiety.

Nevertheless, navigating through this experience has enhanced our adaptability. We sought guidance from mentors and investors, learning valuable lessons from their experiences. We discovered the importance of having contingency plans in place for various scenarios, even without directly encountering a crisis. Flexibility became a crucial skill that emerged from this ordeal, recognizing that plans may need to evolve. Unfortunately, crises such as inflation, natural disasters, and wars are ever-present and will persist. Despite these challenges, we take solace in our ability to persevere. We are grateful for the opportunity to continue our journey despite the ongoing uncertainties."

Stressed and at risk of *burnout*

Percentage	Description
2%	No Answer / Don't know
6%	I have felt completely burned out and often wondered if I could go on.
3%	The symptoms of burnout that I've experienced wouldn't go away. I thought about frustration at work a lot.
17%	I have definitely burned out and have had one or more symptoms of burnout, such as physical and emotional exhaustion.
46%	Occasionally I am under stress, and Idon't always have as much energy as I once did, but I haven't felt burned out.
26%	I enjoy my work. I have never had symptoms of burnout.

0%   10%   20%   30%   40%   50%

Stress and burnout **remain** a significant part of the changemaker experience.

In 2021, **59%** of young changemakers reported experiencing some form of burnout. In 2023, that number has dropped to **26.4%**. While this is encouraging, it still means that 1 in 4 changemakers is experiencing some form of burnout.

In the previous study, only **7%** of Possibilists reported experiencing no symptoms of burnout whatsoever, compared to **25.6%** who had no symptoms of burnout in 2023.

Ssekitto Kalule Emmanuel
FACES UP, UGANDA

"It [The Possibilists Report 2021] opened my eyes to pay more attention to my psychological wellbeing and mental health."

Key Insight: 1 in 4 changemakers are experiencing some form of burnout and only 25% report no symptoms of burnout or stress whatsoever. That being said, these numbers have improved since 2021. This could reflect an overall increase in wellbeing following the burdens of the pandemic.

Additionally, the 2023 study included a more accurate definition of burnout in the survey question, which may have influenced how people categorized themselves.

In qualitative follow up interviews, some respondents mentioned that the 2021 report served as an alarm bell to take action to protect their mental health and prevent burnout and that hey had subsequently focused on improving their mental health.

On a broader note, it's important to consider that those who are suffering from a severe and/or diagnosed burnout are also less likely to engage in such a study (as they disengage from work to focus on recovery) and therefore while more optimistic than 2021, we should take these numbers with a grain of salt.

Who is most
at *risk*

Work, and changemaking, doesn't happen in a vacuum. Young changemakers remain susceptible to external factors, and structures, that may influence mental health.

Unsurprisingly, those who face discrimination, bullying or microaggressions in the workplace are more likely to suffer from burnout. Those who juggle various responsibilities and carry additional mental loads, including caregiving, studies or additional jobs, are also at the greatest risk of burning out.

Women and those who self-identify as marginalized report the highest levels of burnout.

The two greatest risk factors* for burnout are:

1. Self-doubt (e.g., imposter syndrome)
2. Juggling various responsibilities

The study found the following as additional risk factors for burnout:
- There is a clear gender gap in burnout, with women more likely to be affected.
- Facing discrimination is associated with higher level of burnout.
- Bullying experiences are associated with higher levels of burnout.
- Having numerous parallel responsibilities is associated with burnout.
- Leaders of higher developed ventures are more likely to describe burnout experience.

* These risks factors are assessed through the correlations between experiencing a particular challenge and facing burnout symptoms. For more details, please visit https://thepossibilists.org/study-2023.

Case-Study:
Mental Health and *Burnout*
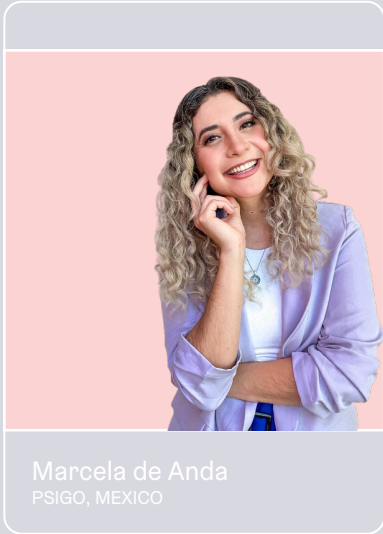
LOCATION:
Mexico

INITIATIVE:
Psigo

Psigo is a digital platform that promotes mental health prevention and attention, while becoming an ally for the search and development of the psychotherapeutic process, as well as a mental health education reference

Marcela de Anda
PSIGO, MEXICO

"I am responsible for my mother as a person with dementia. Thankfully, I have the support of the asylum to help me with her care, but I was 100% responsible for her economically as well. As a young professional in my 20's, this has been a very challenging and overwhelming situation; emotionally, financially, mentally and physically. I have had to struggle with holding a full-time job to be able to cover our expenses, while I dedicate my free time to my venture and my studies in programming, in order to follow my dreams and secure a better economic future for myself.

Obviously, this was all way too much and I eventually ended up with a burnout, from which I took months to recover. I have been very lucky as some specific situations turned out positively for my mother's financial situation and she is now financially independent, which gave me the opportunity to save money and quit my full-time job so I can dedicate more time to Psigo.

However, Psigo still doesn't pay the bills, so I currently work as a freelancer. I am constantly looking for new income opportunities, knowing that my savings will run out soon, so the situation feels precarious, and I am constantly juggling and struggling to get ahead. It's very stressful."

A constant *juggling* act

I have other professional commitments:

● Yes ● No

78%

22%
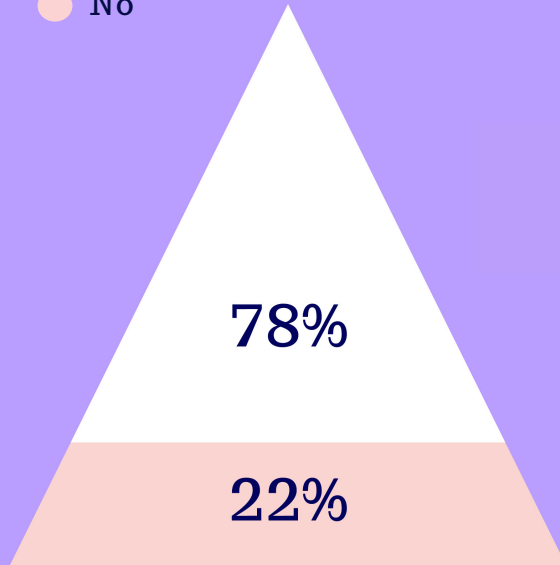
52% of Possibilists say one of the main hurdles to their success is juggling various responsibilities, including their jobs, families and academic pursuits. In many cases, their initiatives are forced to be put on the back burner as they search for employment that can cover their life expenses. This reduces the time, energy and resources that they can invest into growing their initiative and its impact.

78% of respondents have other professional commitments (e.g. another job, studying, etc.) in addition to their work on their initiative. This number is nearly unchanged since 2021, which was comparable at 79%.

Since 78.9% of young changemakers can only cover half or less than half of their necessary income through the work on their initiative, we can also assume that these additional activities are a means of securing income.

Case-Study:
Juggling Various *Responsibilities*

Najla
Vallander

LOCATION:
Palestine

INITIATIVE:
Zero Waste Palestine

Zero Waste Palestine is an initiative that sheds light on environmental-related issues and promotes sustainable and waste-free practices for Palestinian and Middle Eastern households. We aim to create a movement of positive change for the planet and make environmental actions accessible and engaging, especially in contexts where this issue is deprioritized.

"For the last five years, I have juggled a full-time job in addition to working on my initiative. I recently quit my paid job because I couldn't do two things at the same time without it affecting my well-being.

I have been on the verge of burnout twice, and that has made me very cautious in my current daily life. I'm always worried about doing too many things at the same time because of the fear of burnout, which is very real. I am always juggling between many different projects and tasks related to my venture - I do that because I'm trying to figure out a sustainable source of income that I can rely on.

Trying out a lot of things simultaneously feels like the only way that I'll be able to figure things out - and for financial reasons, I need to do that quickly."

A lack of influential/relevant *contacts* and *connections*

In many cases, young social entrepreneurs are just starting out on their career journey and lack valuable contacts and connections needed for their work. 79.6% of respondents said access to relevant global connections was critical to their work. In addition, they expressed a strong desire for access to industry experts and mentors.

94.1% said that increasing and improving the level of collaboration with other projects/organizations and institutions was important or very important.

Some specific *wishes* changemakers have:

Access to executive mentors and expert advisors (industry specific, including finance and tech).

Capacity building and training workshops with focus on leadership training and business development.

"Startup weekends" where you can co-create with others and make connections.

Programming for different time zones.

Access to markets/customers for the products/services we create.

Access to global talent networks.

Connections to investors, funders and venture capitalists.

"The social enterprise ecosystem desperately needs commercial know-how. If accelerators and education programs could bring in high-level, industry-specific mentors or experts, that would help us immensely."

Elif Atmaca
Toyi, Turkey

Case-Study:
A lack of Influential *Contacts*

Namrata Tiwari
ITS ALL FOLK, INDIA

LOCATION:
India

INITIATIVE:
It's all folk

It's all folk is a social innovation and fair fashion enterprise building stewardship-based craft economies to incentivize community managed conservation practices in the Eastern Himalayas of Arunachal Pradesh, India. They mobilize herders and weavers into collectives in four community conserved villages of Western Arunachal Pradesh to create low carbon, artisanal fashion that enhances income opportunities for the weavers and the yak herders of the Monpa community.

"I need entry points and access to international networks, support programs and global summits. It's frustrating that many opportunities remain inaccessible to the youth in the Global South, since policy making and the narratives on global issues are largely controlled by and concentrated in the countries belonging to the Global North. Most of us are not even aware of support systems and opportunities that exist and even if we do, often we do not have the financial support or freedom to be a part of these opportunities that are largely concentrated in Europe.

In the past, I have lost out on opportunities to attend international competitions due to lack of financial support. Additionally, a lot of cohort-based learning opportunities and programs have a bias towards prestigious IVY league university graduates, making the circle of opportunities even smaller. Connections to people and places of influence will definitely help in amplifying narratives from the Global South and get visibility for our work and solutions."

Climate anxiety as a daily reality
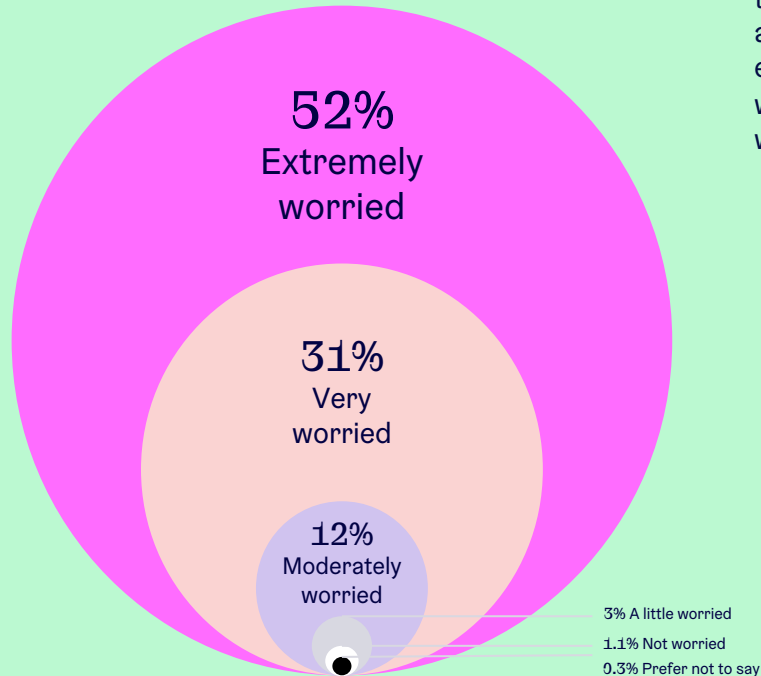
83.2% of changemakers are very or extremely worried that climate change threatens people and the planet, and **53.5%** say that their feelings (including anxiety, fear, anger and frustration) negatively affect their daily lives. As cited earlier, the focus area surrounding SDG 13 Climate Action shot up by 21% within the last two years. This illuminates the urgency youth is experiencing when it comes to the threat of climate change and the desire to take action.

52%
Extremely worried

31%
Very worried

12%
Moderately worried

3% A little worried

1.1% Not worried

0.3% Prefer not to say

KEY INSIGHT

More than 80% of changemakers are worried or extremely worried about climate change, which is higher than in comparable international studies, even in young age cohorts. The majority has a mix of negative feelings about it as well, more than half experience that these feelings have a negative effect on their daily life. Overall, this underlines that young changemakers are acutely aware of the climate crisis and its consequences, and many experience anxiety. While anxiety and anger can be powerful motivators for climate action (as demonstrated by the fact that Climate Action has become the second largest cause that changemakers work on), they can also lead to lower wellbeing, depression and other forms of mental suffering.

Where *support* is most needed

Young changemakers expressed a wide range of pressing needs across many different dimensions. We believe this gives the global support ecosystem a strong mandate to sustain and expand offerings to those in need.

KEY INSIGHT

Overall, the respondents perceive very high levels of support needs across the board. They distinctly want to be supported by external actors - and have a broad range of needs. Additionally support needs are generally higher in the global South. While there are no variables where "importance of support needs" reaches more than 90% in the global north, there are many need that reach this mark in the global south. This is a strong mandate for the global support ecosystem to continue to grow and expand their services, of all kinds, as there is much immediate demand.

The top needs of changemakers that were rated as important or very important:

94,1%
of respondents said increasing and improving the level of collaboration with other projects/ organizations/ institutions is important or very important.

92,9%
of respondents noted that ensuring the quality of your services/projects/ programs is important or very important.

92,6%
of respondents said that access to relevant global connections and networks for their work is important or very important.

92,1%
of respondents noted that increasing their impact and scaling (e.g., expanding into new geographic areas, accessing new target groups, expanding through other organizations, etc.) is important or very important.

90,7%
of respondents said that specific skill development for advancing their initiative (entrepreneurial thinking, fundraising, business development, scaling strategies etc.) is important or very important.

92,1%
of respondents said that the capacity of their initiative to operate freely (i.e., without political pressure and in a setting of political security) is important or very important.

91,6%
of respondents said that gaining visibility, recognition and legitimacy for their work is important or very important.

92,0%
of respondents noted that ensuring the capacity of their initiative to report and describe its impact (financially and for the activities implemented) is important or very important.

91,1%
of respondents said that access to new target groups, beneficiaries, etc., is important or very important.

Basic *needs* and beyond

The following depicts the additional needs indicated by young changemakers. It is important to note that while a number may rank lower in terms of overall needs, it should not be disregarded or seen as less urgent.

For instance, the fact that nearly 60% of all respondents indicate that they need access to basic security (e.g., shelter, food, etc.) for their staff and themselves should be seen as high priority for support network members.

Needs that were rated as important or very important by the participants

88,4%
of respondents considered general skill development is important or very important.

88,4%
of respondents said that access to international role models and mentors is important or very important.

85,5%
of respondents said that access to role models and mentors from their local is important or very important.

83,4%
of respondents noted that building the right team fit and culture and vibe between people, culture, atmosphere, etc.) is important or very important.

83,2%
of respondents said that finding team members with the right qualifications willing to work under the conditions that they can offer is important or very important.

82,8%
of respondents said that access to digital infrastructure (software, hardware digital tools) is important or very important.

79,9%
of respondents noted that integrating racial and gender justice into all aspects of their work is important or very important.

79,1%
of respondents said that ensuring the diversity of the team (integrate people from different backgrounds, gender, ethnicities, etc.) is important or very important.

76,5%
of respondents said that access to reliable/high speed internet is important or very important.

59,2%
of respondents considered "Basic security for staff/myself (e.g., shelter, food, water, heating)" to be important or very important.

Recommendations

In order to improve the lives of changemakers, strengthen their ventures and further develop the change-making ecosystem, we urge everyone to *take action*.

In the following pages we outline twelve actions for each set of key stakeholders within the support ecosystem.

These recommendations have been developed through qualitative interviews with 8 young changemakers from around the world as well as multiple conversations with members of The Possibilists Alliance. In addition, it also builds on the important body of work built through reports including the <u>State of Youth Civil Society</u> by Restless Development, the OECD <u>Report</u> on Unlocking the Potential of Youth-led Social Enterprises, the United Nations <u>Report</u> on meaningful youth engagement and <u>Unlock the Future</u>'s <u>Challenge Paper</u> on resourcing youth-led initiatives.

Recommendations for *Support Networks*

For organizations whose core purpose is to assist young changemakers, we recommend the following TWELVE ACTIONS to support them more effectively:

1. Focus on the Person, not just the Organization:

Look beyond the ventures they run and look at how your programming can support them through personal growth and challenges.

2. Break the Heropreneur Paradigm:

Open up activities to the founders' teams, and ensure a more equal distribution of knowledge and resources.

3. Use 'Changemaker-centered' Design:

Whenever possible, develop individualized offerings that are tailored towards the young changemakers' diverse needs, rather than your own, or those of the program funders.

4. Prioritize wellbeing:

Work to improve the wellbeing of changemakers, and include specific activities that help them prevent burnout in your programs.

5. Respect Their Time:

Accept that young people are often juggling various responsibilities alongside their initiatives. Don't put extra pressure on them with overloads of deadlines & surveys. Consider different time zones and availabilities when running activities.

6. Build Acumen:

Bring 'business' expertise and commercial know-how to your programs via mentors or connections to corporates.

Recommendations for *Support Networks*

7. Invest in Relationships:

Effective collaboration cannot be rushed or forced. When aiming to create opportunities for changemakers to collaborate with each other, invest time into building initial trust and human connection.

10. Become Facilitation Gurus!

Gathering groups of young people and/or connecting them to key stakeholders necessitates good facilitation skills, invest in training for your team(s)!

8. Communicate Clearly:

Effectively communicate what your program offers, so that young changemakers can differentiate it from other existing options.

11. Compensate Young People!

Whenever you invite young people to micro-engagements as speakers or advisors, ensure you compensate them for their time.

9. Walk the Walk!

Involve young people in key leadership positions in your networks, and try to break down hierarchies in your own organizations to avoid replicating systemic inequalities.

12. Use a DEI Lens:

Re-evaluate all of your processes from a diversity and inclusion perspective. Consider how to improve processes for those who have poor internet connection or are not fluent in English.

Recommendations for *Funders*

Access to funding remains one of the most existential challenges cited by young changemakers in this study. We propose the following TWELVE ACTIONS that funders can take to effectively resource youth-led social innovation everywhere.

1. Rebalance Power:

Really trust young people to lead and give them decision making power; avoid upholding systemic inequalities that disempower young people.

2. Co-create:

When designing grants designated for young changemakers, co-create your strategies with young people from the word go, then during implementation involve them in key decisions.

3. Give Flexibly:

As much as possible, give unrestricted funding, allow young grantees to respond and adapt to fast changing social and environmental problems.

4. Allow Overhead:

One of the biggest challenges faced by young entrepreneurs is often covering the fixed costs of their organizations.

5. Living Stipends:

Do not overlook the fact that some changemakers, especially those that self identify as marginalized, can struggle to cover basic costs of rent, food and medical supplies. Your consideration of granting personal living stipends can make a crucial difference.

6. Remove Barriers:

Make applying for grants and support as easy as possible. Make reporting as easy as possible. (Challenge: Can you cut it in half?)

Recommendations for *Funders*

7. Be Responsive & Transparent:

Communicate your decision-making process transparently. Remain responsive towards young individuals that may not have proven successful in their application.

8. Commit Long-term:

Provide support in the long run. (Why end funding after three years if the job is not done yet?)

9. Use a DEI Lens:

Re-evaluate your processes with a diversity and inclusion-based perspective. Consider how to optimize processes for those who have poor internet connection or are not fluent in English.

10. Seek Out Unusual Suspects:

Those who self identify as marginalized face even bigger hurdles to funding. Actively seek out grantees from under-represented groups and look beyond those who are most adept at proposal writing.

11. Compensate Young People!

Whenever you invite young people to micro-engagements as speakers or advisors, ensure financial compensation for their time.

12. Go Local:

Do not neglect the option of directly funding local youth-led organizations, especially in areas where the biggest proportions of youth live, but access to funding is lowest.

Recommendations for *Policy Makers*

We believe policy is one of the key systemic levers for improving the lot of young changemakers, yet it remains a space they feel far removed from.

1. Meaningfully Engage:

There is a huge difference between meaningful and tokenistic engagement, ensure all your teams are well versed in this differentiation. (Example toolkit here.)

2. Rethink Formats:

Most gatherings which are focused on developing policy (e.g., WEF, COP) are not facilitated or set up in a conducive way for young people to meaningfully contribute. Think about new innovative and participatory event formats.

3. Use a DEI Lens:

Re-evaluate all of your processes from a diversity and inclusion perspective. Consider how to improve processes for those who have poor internet connection or are not fluent in English.

4. Respect Young Changemakers:

Acknowledge young changemakers as contributors, innovators and knowledge-holders on the basis of their perspectives and experiences and give them a seat at the table which reflects this.

5. Seek Out Unusual Suspects:

Those who self identify as marginalized face even bigger hurdles concerning having their voices heard in places of power and privilege. Actively seek out participation from under-represented groups.

6. Aim High for Participation:

Empowering youth with full autonomy over decisions is a challenging form of participation in policy-making but should be aimed for when possible.

Recommendations for *Policy Makers*

7. Engage at Each Stage of the Policy Cycle:

Try to involve young people at each stage of the policy cycle (design, planning, analysis, implementation and evaluation).

8. Give Clear Legal Frameworks:

Many young social entrepreneurs have to use alternative legal structures which don't reflect their hybrid business & impact models.

9. Improve the Evidence Base:

Improve the evidence base on youth-led initiatives. Incomplete data collection on youth driven impact is a barrier for both policy makers and the public to fully assess their challenges and impact.

10. Connect Young People & Governments:

Local municipalities are often critical 'replication partners' for social innovations but connections between them and young changemakers are rare.

11. Better Integrate Changemaking into the Education System:

Research shows the importance of starting out early in one's changemaking journey. Current education policy and curricula, however, do little to cultivate the skills necessary to effect social change.

12. Visibility:

Give visibility and recognition to young changemakers via awards and communication campaigns.

Recommendations for *Young Changemakers*

We finally have TWELVE recommended ACTIONS for all the young changemakers out there who are striving for the wellbeing of people and planet.

1. Ask to Be Paid!

Many funders and ecosystem organizations are not used to the idea of compensating young people for micro-engagements. Help us to change their mindset on this by raising awareness!

2. Break the Heropreneur Paradigm:

Share spotlight and opportunities with your teams and ensure knowledge and resources are more equally spread.

3. Prioritize Self-care!

Well-being inspires well-doing, you will ultimately not be able to sustain your impact if you cannot do so for yourself, and may burn-out.

4. Fall in Love with the Problem:

We believe that this mantra from the world of entrepreneurship is even more pertinent to social change. Try not to become too attached to your own solution, but instead focus on the problem you are trying to tackle.

5. Apprentice with the Problem:

Social change is not about 'innovating' in a vacuum, it's about fully understanding the problem and the people affected by it.

6. Aim for the Root:

Beware of the temptation of the quick fix and look deeper at the roots of the problem you are trying to solve. Understand the system in which it is embedded.

Recommendations for *Young Changemakers*

7. Think Collaboratively:

Because of this systemic complexity, transformative impact simply cannot happen in isolation. Collaboration is the only way.

8. Find Your Tribe:

Don't underestimate the power of finding a community of people who share your challenges and support each other.

9. Practice Saying No!

Starting out, we are often trying to wear many hats and looking to gain experience quickly. Be mindful about what you agree to. Saying no is about prioritization, reducing opportunity costs and being more self-aware.

10. Seek Out Support:

There is an abundance of existing support for young changemakers. From corporate mentoring to legal advice; seek it out and grab it.

11. Have a Life-long Learning Mindset

The social and environmental problems we are facing are complex and fast-changing. The mindset with which we can tackle them is one which is always open to new ideas and approaches.

12. Be Coachable!

This is one of the most crucial traits of effective changemakers. This means being open to learning from others, self-reflecting, and confronting uncomfortable truths.

This study is only the beginning.

Young social innovators around the world have spoken and it is our duty to respond in meaningful ways. Legitimate and long-term sustainable change will require all stakeholders to participate.

We're in. Can we count on you to *join us*?

Find out how at thepossibilists.org.

We did our best to keep this report as concise as possible. For anyone interested to dig even deeper into the results, please find below a link to the full list of questions and summaries of answers.

Please go to:
https://thepossibilists.org/study-2023.

A Call for *Action*

The Possibilists Huddles

In an attempt to support anyone willing to further engage with the data and take action towards improving the conditions for changemakers in their country or community, we created The *Possibilists Huddles*: A minute by minute guide and script to help you make sense of the Possibilists Report results and contextualize the data in order to spark meaningful action for the young changemakers in your community.

Download it here https://thepossibilists.org/study-2023.

The Alliance

Change maker X Change

THE DIANA AWARD

Kofi Annan FOUNDATION

WE ARE FAMILY FOUNDATION

One YOUNG WORLD

UNLEASH

ASHOKA

SOCIAL IMPACT AWARD

SOCIAL SHIFTERS

SOS CHILDREN'S VILLAGES

Global Changemakers

PEACE FIRST

YUNUS & YOUTH

MASTERPEACE Creating peace. Together.

enactus

JCI

ybi Youth Business International

SDSN YOUTH

RESTLESS DEVELOPMENT

Academic Partner:

WU WIRTSCHAFTS UNIVERSITÄT WIEN VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS

Kindly supported by:

SAP

Google.org

Design & code by:

RAINBOW UNICORN

Network Partners

We aim for The Possibilists reports to become the key reference point for data on the lives and needs of young changemakers; and the basis for connecting the global support ecosystem.

To ensure diversity, equity and inclusion in our data set and be fully representative of the voices of young people from all countries and backgrounds, we invite organisations from every part of the world to join our effort.

You're representing an organization, network or community working with young changemakers?

We'd love you to consider joining us!

Join the network

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Appendix

Methodology

The process of arriving at The Possibilists Report 2023 consisted of several stages and tasks conducted during specific time periods.

Survey Design (October to December 2022):

- The members of the global Possibilists Alliance engaged in brainstorming sessions to determine the key questions to include in the survey, building on the 2021 Possibilists Report.
- The Possibilists Team created an initial draft of the survey, incorporating questions from the previous survey in 2021
- The draft survey was shared with the Vienna University of Business and Economics (our research partner) and the Alliance Members for feedback, which was collected both in writing, as well as during various video calls.

- The draft survey questions were then also shared with a number of young changemakers from around the work to incorporate their perspectives and to make sure it resonates with their lived experienced and feels relevant to them.
- Collaborative discussions among the Possibilists Alliance Members, the team and the researchers and revisions took place until a final version of the survey was agreed upon.
- The English survey then was translated to multiple languages, including French, German, Spanish, Arabic, Indonesian and Portuguese.

Survey Set-Up & Testing (January 2023):

- The technical setup and hosting of the survey was carried out using Qualtrics.

Methodology

- User experience (UX) testing among young changemakers, The Possibilists Alliance Members, and staff from the Vienna University of Business and Economics was conducted to ensure the survey was user-friendly and accessible.

Data Collection (February 13th, 2023 - March 26th, 2023):

- The key target group for the study was young people between the ages of 16 to 35 leading initiatives addressing social or environmental issues, with established impact beyond the idea stage.
- We reached the majority of participants of the study through outreach via the collective networks of the 20 organizations in The Possibilists Alliance and from the 50 Network Partners (local and regional youth social innovation focused organizations).

- We also shared the survey more broadly on social media with young changemakers worldwide. To guarantee the participation of changemakers without internet access we worked with local people on the ground in key geographies to collect answers via hard copy printouts of the survey (which were later digitized and entered into the online version of the survey.
- We aimed for as much diversity as possible of changemakers coming from various different demographics and geographies (urban and rural areas).

Data Analysis (April –May 2023):
- The results were analyzed through various procedures:
- The Data was first exported and cleaned up

Methodology

- The raw and refined data was provided to the Possibilists team.
- The researchers from the Vienna University of Business and Economics performed descriptive analyses on all quantitative survey items.
- Various content analyses were conducted on 2-3 selected qualitative survey items.
- Various deep dives were performed on 3-4 selected issues, including correlations, regression models, or comparative assessments related to topics of interest (e.g., burnout tendencies, differences in life satisfaction between the global south and global north).
- The findings were documented in an Excel results report, that served as the basis for the content of this Report and the website (www.thepossibilists.org)

Editing Report / Website (May–June 2023):

- The results were discussed among the Possibilists Team, as well as the members of the global Alliance.
- Interviews were conducted with 8 changemaker from across the world to provide additional context.
- An external editor was hired to transform the data into text for this Report and the website. This processes included a total of 4 feedback loops and conversations between the Possibilists Team and the editor.

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