

Wellbeing at Work

PERFORMANCE OPTIMISATION

Workplace Wellbeing Programs

Performance and Wellbeing in the workplace has become a major focus of many organisations today, as workers are facing more demands from various sources, such as changing government policies, outsourcing, downsizing, casualising and de-institutionalisation without necessarily having the appropriate resources in place.

This, in turn, creates an environment ripe for interpersonal conflict where workers are having to work harder and faster, meet new management objectives and performance criteria.

Occupational Stress can be triggered by:

Adverse work experiences such as:

- exposure to traumatic incidents
- threatening acts involving clients
- conflict in the workplace
- high work load
- poor management skills

TRIGGERS

Non adverse work experiences such as:

- low level of positive work experience
- low level of positive emotional states

As wellbeing can be triggered by adverse and non adverse experiences within the workplace, it is important for businesses to:

1. **Assess the mental health and wellbeing of their workers**
2. **Identify trends and emerging issues within the workplace**
3. **Develop broad prevention and control strategies**



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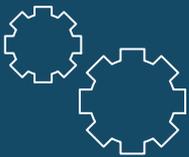
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PROGRAM OBJECTIVES

Thinkahead has developed an evidence based Wellbeing program which:

- Assesses the employees workplace stressors, personal strain, coping resources and general wellbeing.
- Provides an opportunity for an employee to raise their concerns and obtain advice in relation to their current work issues.
- Enables individuals to reflect on lifestyle issues that could affect them at work amongst a range of identified prevention strategies to manage work-related job stress.
- Provides quantifiable data on trends and emerging issues to assist in the identification and development of broad prevention and control strategies.

APPROACH AND STRATEGIES

Our systemic approach and strategies to managing health and wellbeing in the workplace are as follows:

PRIMARY PREVENTION

Addresses the sources of job stress and prevents it from occurring in the future. The goal is to minimise job stressors and prevent employees from experiencing stress-related adverse effects on health.

Solutions: improving organisational culture, changing employee workloads, job redesign, provide clear job descriptions to avoid role ambiguity, increase workers involvement in decision making and protect workers from exposure to high emotional situations.

SECONDARY PREVENTION

Focuses on altering the way individuals respond to stressors at work. This approach focuses on equipping the employee with the knowledge, skills and resources to cope with stressful conditions as well as target employees already experiencing negative short-term symptoms to prevent them from becoming more serious.

Solutions: train employees in the area of health promotion, develop effective coping strategies, build resilience in the workplace.

TERTIARY PREVENTION

Is directed at treating and assisting employees who already have been exposed to job stress and developed stress-related health outcomes.

Solutions: occupational rehabilitation services, counselling, employee assistance programs and return to work programs.

PROGRAM EVALUATIONS

92% found the program valuable

89% walked away with new workplace strategies

85% felt confident in using the strategies learnt

88% would participate in the program again

97% felt the program provided them with advice on issues contributing to job stress

Response Management Team
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CONTACT US TODAY

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