

# wellbalance

#### www.wellbalance.net.au

Promoting wellbeing and effective relationships through: Education, coaching, mediation, counselling.

# What we can offer to meet your needs:

# 1. Connect with your employees.

Gauge where your employees are at through a survey of:

- : Workplace culture leadership, morale, recognition.
- : Workplace stress conflict, bullying, skill utilisation, task capability.
- : Personal mental health history, supports, disclosure.
- : Workplace wellbeing program needs, suggestions.

# 2. Needs assessment and delivery of training.

Set the scene for positive change through communication with all staff/employees. Leadership to promote buy-in and support for weekly program. Wellbalance to connect with all stakeholders through delivering engaging training and education based on survey results and needs assessment and: mental health, workplace stress, reducing stigma etc.

# 3. Develop tailored weekly program

Weekly presence promoting mental health and wellbeing. Build relationships with employees. Check in with leaders.

1 on 1 face to face appointments, counselling and referral. Phone availability for case consults or counselling. Pre-employment screening – inherent requirements of the

Identifying and addressing risk of conflict, bullying, stress, psychological injury.

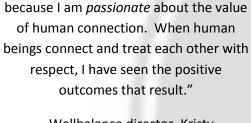
## 4. Evaluate/measure/results

Quantitative: absenteeism, workcover, incidents, injuries. Qualitative: survey, perceptions, change, leadership feedback, anecdotal.

## **BENEFITS of implementation**

- : external service, viewed differently to HR.
- : skill and expertise in mental health and conflict.
- : genuine employee engagement not token EAP.
- : reduce risk of psychological injury.
- : meet legal obligations.
- : early intervention, proactive re. mental health, conflict, stress, bullying, workcover claims.
- : Increase positive culture. Instilling value, recognition, support. Reaping loyalty, trust, goodwill.

m: 0417 399 512



"I do what I do and live what I live

connect, grow, live.

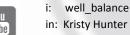
- Wellbalance director, Kristy











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