



MENTAL HEALTH TRAINING

We've built our business on the premise that 'prevention is the best cure'. Rather than simply educating your people to better 'respond' to mental health issues, we give them the understanding and tools that will help remove the stressors in the first place.

Worksite Fitness and Rehabilitation have created two programs focussed on reducing the mental health risks onsite:

Mental Health Awareness Workshop

This workshop, recommended for all your employees, is a critical foundation for any business's mental health strategy. It will demystify and destigmatise different mental health challenges and arm employees with strategies to boost their mental fitness and support options should they be required.

Designed as a half-day workshop. The workshop includes:

Mental Health: The Facts, Fallacies and the Figures

- What is mental health
- Normalising mental health
- How it can affect you and your family
- Types of mental health disorders
- Causes of poor mental health

Help is Out There!

- When and where to seek help
- Treatment options
- Talking about mental health at work
- Supporting others
- Staying connected

Boost your Mental Fitness

- How physical and mental health are connected
- Importance of mental fitness
- Managing stressors
- Practical ways to build mental strength



Mental Health Leaders Workshop

This training session increases leaders' awareness of potential employee health issues, provides an understanding of how to minimise the risks and provides leaders with the tools and confidence to provide initial support to their team.

This half-day training session is suitable for managers, supervisors, leaders and health & safety professionals. It consists of:

- ▶ Obligations to your team – roles and responsibilities
- ▶ Build confidence to increase awareness of employee health issues
- ▶ Workplace adjustments for mental illness
- ▶ How to talk to a team member about mental illness
- ▶ Strategies to respond to mental health issues
- ▶ Support and guidance to assist a team member with mental health issues

Ongoing Support:

Leaders are helped and supported throughout the year with ongoing training.

One to one coaching is provided as well as coaching circles to help and support leaders with their conversations amongst staff.

Participants are then supported throughout the year with ongoing coaching. This includes:

- One to one coaching and check-ins
- Coaching circles to assist and support leaders with staff conversations



WHAT CAN YOU EXPECT?



ASSESS

Our first port of call is to always spend a little time asking questions and reviewing any available data. This helps us paint a picture of the current environment and tailor the delivery of the training to ensure the best outcomes achieved.



IMPLEMENT

Mental Health Awareness Workshop: First, we'll roll-out the training workshop to all staff (it's important that leaders and managers also attend) in small groups of up to 15 to allow for more meaningful discussions. Designed as a half-day workshop.

Mental Health Leaders Workshop: Next your leaders will attend their training session to equip them with everything they need to be your first line of defence. This is complemented by an ongoing schedule of coaching and support for all participants.



SUSTAIN

Once the training is complete, and to support the sustainability of the Mental Health conversations amongst the team, a series of education packages for the trained leaders to deliver throughout the year are provided.

Each package includes trainer notes to assist with the delivery of the information. Supporting resources and promotional items are also included.



WHAT ARE THE BENEFITS?

- Destigmatise mental health and create a culture more willing to talk openly about it
- All staff participation sends a clear message of acceptance to staff
- Empowers your leaders to help minimise the risks in the environment
- Increasing your organisations' mental fitness has a profound impact on productivity and engagement
- Sustainability is achieved through leader training and ongoing support options
- Reduction in mental health incidents - saving significant costs for the business

PUT YOUR PREVENTATIVE MENTAL HEALTH PROGRAM IN PLACE:

Get in touch for more information:

ENQUIRIES@WORKSITE.COM.AU





TRY ADDING ONE OF THESE...

Our **Mental Health Training** programs are part of our **Enhancing Mental Wellbeing** offering. It's often complemented with:

 **Mental Health Strategic Review**

A comprehensive process, that helps organisations determine the “current state” of their Mental Health approach and provides recommendations for improvement across the levers of people, processes and environment.

Through this strategic review, organisations create an opportunity to gain long-term and sustainable traction of their chosen mental health approach.

 **Mindfulness sessions**

It's the equivalent of going to the gym for your brain. We give you simple tools that can be incorporated into anybody's day to help your people better manage daily stressors and remain calm and focussed. Necessary training for our busy world!

Or any of our solutions for that matter...

Our experience over the last two decades has shown us that the most effective health and wellness strategies are designed to deliver four outcomes:



All of WFR's solutions are designed so they can be run independently as a short-term campaign or can work together to form a comprehensive health and wellness approach that we like to call this our **Healthy Lifestyle Program**.

Whether your workforce is 20 or 20,000, we can design an approach to meet your strategic needs.

Get in touch for more information:
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