

MAKING WORKPLACES GREAT

PSYCHOLOGICAL RISK MANAGEMENT

Looking after the psychological health and safety of your people

THE CHALLENGE

Physical health and safety has long been a focus of the mainstream workplace - a remnant of the industrial age where work often involved physical labour and its associated risks.

In the information age, however, the challenges to employees are less to their physical bodies and more to their minds.

Depression, stress and anxiety among employees are common, yet many businesses fail to identify organisational sources of psychological risk, opting for one-size-fits-all quick fixes, which of course do not exist.

Workplace studies are increasing their scrutiny on the presence of ***psychosocial hazards** in work design and environments, such as workload, work schedule, work-life conflict, uncivil behaviours, job resources vs. job demands, environmental conditions, and autonomy. These are now proven to impact worker wellbeing and health through its influence on psychological distress and job-related stress.

Results are in: poor workplace practices, environments, and cultures lead to poor employee wellbeing and perhaps even more concerning, poor organisational wellbeing through its negative impact on employee **attendance, productivity, job satisfaction and engagement.**

*The 2019 NZ Workplace Barometer: Psychosocial safety climate and worker health

THE SOLUTION

Identify, assess and manage organisational psychological risks with a risk assessment framework and proactively minimise harm to staff.

We apply a data driven, start to finish, hands-on, psychological risk management process involving five key stages beginning with an initial consultation and culminating in a comprehensive and actionable psychological risk report.

Drawing from the latest research, our psychologists use their expertise in the fields of workplace psychological health and risk management to create organisational environments where employees can flourish.

Benefits of the programme:

- Rely on objective data to inform strategic decisions around psychological health.
- Avoid losing money by focusing on the wrong areas.
- Demonstrate responsiveness to employee feedback and improve psychosocial safety climate - one of the largest contributors to mental health.
- Become part of a new wave of responsible employers who adhere to the Health and Safety Strategy goal to limit harm through a focus on mental health.
- Watch your organisation flourish!

PSYCHOLOGICAL RISK MANAGEMENT FRAMEWORK

Stage 1 CONSULTATION

The process begins by assessing and determining the need for a psychological risk management process. In this stage we discuss the **current and desired states for psychological health** in your organisation and provide an introduction to the process ahead.

Stage 2 DATA COLLECTION

In any risk assessment process we need data to ensure informed decision making. During the second stage **information and research is collected** both externally and internally to inform the risk analysis session.

Stage 3 RISK ANALYSIS

Sitting down with key psychological risk management stakeholders we **analyse the risks to the organisation** using the Bowtie risk methodology.

Stage 4 EVALUATION

Using the risk analysis you will receive a **customised report for your organisation** evaluating the highest priority risks. This is followed up with a presentation to key stakeholders discussing the key points as well as action planning.

Stage 5 POST ASSESSMENT REVIEW

Post the completed assessment, we engage in **follow up reviews at three, six and 12 months** to ensure support and consultation at every step. At 12 months a secondary Bowtie analysis will be undertaken and further assessment of the organisational work plan.

THE INVESTMENT

The investment for a full day workshop for maximum 16 people is \$3750.00

Section	Key Content
Identify	<ul style="list-style-type: none">• The why of self-care for professionals• The cost of caring• Operating ethically• Stress, burnout, compassion fatigue, secondary trauma, complex personalities
Protect	<ul style="list-style-type: none">• Managing self as a professional• Boundaries, projection, transference & dual relationships
Self-Care	<ul style="list-style-type: none">• Boundary management• Debriefing process• Self reflection• Professional supervision• Advanced self care tools

*"Tackling the soft stuff with
hard outcomes"*



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