



BUILDING HEALTHY TEAMS

Have you considered the impact on your business should an employee be struggling?

- ➔ Disagreements between employees, resulting in loss of motivation to engage
- ➔ Decline in employees mental health due to overwhelm or external factors
- ➔ Employee's relationships breakdown or they experience family loss
- ➔ An employee has an accident, is injured or has chronic health difficulties

The annual loss of productivity cost per employee from absenteeism and presenteeism was estimated at \$18,836!

Presenteeism occurs when ongoing physical and/or mental health conditions prevent employees from being fully productive whilst at work¹.

That is just the individual, now also consider:

- ➔ Managers' time to interact with the employee and redirect their work
- ➔ Cost of replacement staff who require training
- ➔ Team morale decline due to disenchanted colleagues affected by their absence, roster changes & increased workloads
- ➔ Cost of recruitment - advertising, on-boarding and training
- ➔ The years of training you may have invested in someone you had marked for promotion can be wasted in an instant!

Early engagement into psychological therapy will ensure:

- ➔ Speedy improvement and maximise productivity
- ➔ Reduced costs to the business across many domains
- ➔ Maintain positive workplace culture and staff engagement in business goals

Research indicates that the quicker someone returns to work, the better the long-term outcome.

Employees returning to work report the key influencing factors were employer response, contact from employer, employer support during process and workplace culture².

Creating Change will set your employee on the path to recovery and productivity.

Our Success at Work Employee Assistance Package includes:

- ➔ 2-hour comprehensive assessment of individuals experience and challenges
- ➔ 1-hour therapy session providing targeted education and mindset preparation
- ➔ 1-hour therapy session providing targeted strategies

A valuable short-term investment of \$1000 +GST for long term sustainable gains.

¹ Safe Work Australia Report 2015

² Safe Work Australia Return to work: A comparison of psychological and physical injury claims



At Creating Change, we guarantee our active investment, collaboration and continuous support. Along with a comprehensive structure that will deepen satisfaction and ensure your outcomes.

To enhance engagement, we provide:

- ➔ A local base for ease of access in immediate crisis and lunch breaks
- ➔ Videotherapy sessions available to maximise time efficiency and be ready for those who travel
- ➔ Experienced therapists to assist individuals excel in the workplace
- ➔ After hours and weekend sessions available to work around their schedule
- ➔ Ongoing self-funded therapy available for the employee if they choose

We know the healthiest employees are working approximately 143 effective hours per month compared to 49 effective hours per month by the least healthy.

CASE STUDY – Alex 32 years

- ⊖ Experienced ongoing issues with feeling pressured at work...
- ⊖ Became increasingly distressed, crying and having to stop work to recompose herself.
- ⊖ As a result weekly meetings were held with management to discuss her needs and next steps.
- ⊖ Whilst at her desk she lacked focus, made mistakes that others had to rectify, and spent time sitting in the lunchroom talking it out with colleagues.
- ⊖ Eventually she started taking days off, becoming too anxious to come to work.

After 12 sessions of therapy Alex...

- ✔ Understood her anxiety.
- ✔ Could speak assertively with her manager and colleagues about her concerns and compromises were reached.
- ✔ Established a new mindset and approach to working.
- ✔ Felt supported and engaged with her colleagues and managers. The team approach improved the morale of the whole workplace.