



PROGRAM OVERVIEW

The ShareTree Mental Health & Wellbeing Program is designed to empower organisations with the skills and resources they need to create effective, measured and sustainable change within teams. Research shows that cultures that establish authentic trust and skilled support not only reduce mental health losses, but also increase overall culture engagement and performance outcomes. B

The program follows best practice continuous improvement change management approach that includes a proven blend of education, authentic people engagement and empowers sustainable habits and routines for connection, support and transparency. ShareTree Empower your teams with all the resources you need to create and sustain change.



Confidentiality – Emotional Pulse technology meets confidentiality requirements. People on Emotional Pulse technology have full control over who and when they choose to share their emotional trends with others.

ISO Standards – The Framework used by ShareTree meets ISO45003 standard for psychological health & safety at work.



CLARITY & STRATEGIC DIRECTION

Team Culture Engagement Survey - uncovers the teams needs and how the organisation is meeting them. It provides a valuable point of time insight through visualising the '7 Layers of Team Culture and Engagement' cross referenced against 'The 5 Lever of Influence'.

This survey covers all aspects of culture and is built using organisational and human developmental psychology that references 12 different scientifically validated approaches and consolidates them into a single point of reference that covers mental health and wellbeing as a holistic culture insight.



Team Culture & Engagement Heat Map

Score of
1 = Never
5 = Always

| | | Self-Perspective | Leadership | Communication | Organisation & Systems | Ecosystem | |
|----------------------------|---|------------------|------------|---------------|------------------------|-----------|----------------------|
| | | A | B | C | D | E | Emotions |
| Layers | | | | | | | |
| Meaning & Purpose | 7 | 3.2 | 2.6 | 2.4 | 2.3 | 1.8 | Feeling Meaningful |
| Discovery & Growth | 6 | 3.3 | 2.1 | 3.5 | 2.5 | 2.7 | Feeling Evolved |
| Truth & Autonomy | 5 | 3.9 | 3.3 | 3.3 | 2.3 | 3.4 | Feeling Free |
| Gratitude & Care | 4 | 3.5 | 2.9 | 3.1 | 2.1 | 3.1 | Feeling Valued |
| Significance & Achievement | 3 | 3.4 | 1.9 | 2.9 | 2.0 | 3.3 | Feeling Accomplished |
| Acceptance & Connection | 2 | 4.3 | 2.8 | 3.2 | 2.5 | 2.8 | Feeling Supported |
| Security & Survival | 1 | 3.4 | 3.5 | 2.7 | 2.8 | 3.1 | Feeling Safe |

*Values listed are averages of group

The survey provides the following insights against global averages and past results as a group or by specifically selected teams/departments/locations:

- Summary People Participation & Engagement Score
- Team Tenure vs Engagement
- Role vs Engagement
- Culture & Engagement Heat Map (As shown above)
- List of described strengths and growth areas
- Gartner Inclusivity Score
- Net Promoter Score
- Option to add customised questions



Explore Culture
Engagement Surveys

The survey forms the base of the culture enhancement strategy and is repeated at the end of the program to measure growth to target. It's recommended to be used annually to measure engagement and guide culture strategy.



EDUCATION & SKILLS

Mental Health First Responders (MHFR)

FUNDAMENTALS

Workforce suicide is the leading cause of death for people up to the age of 44 – aihw.gov.au The overall cost of mental health is the third greatest cost to healthcare following cancer and cardiovascular disease. Mental Health claims are the most common and most costly claims from all Workcover claims related to illness and diseases.

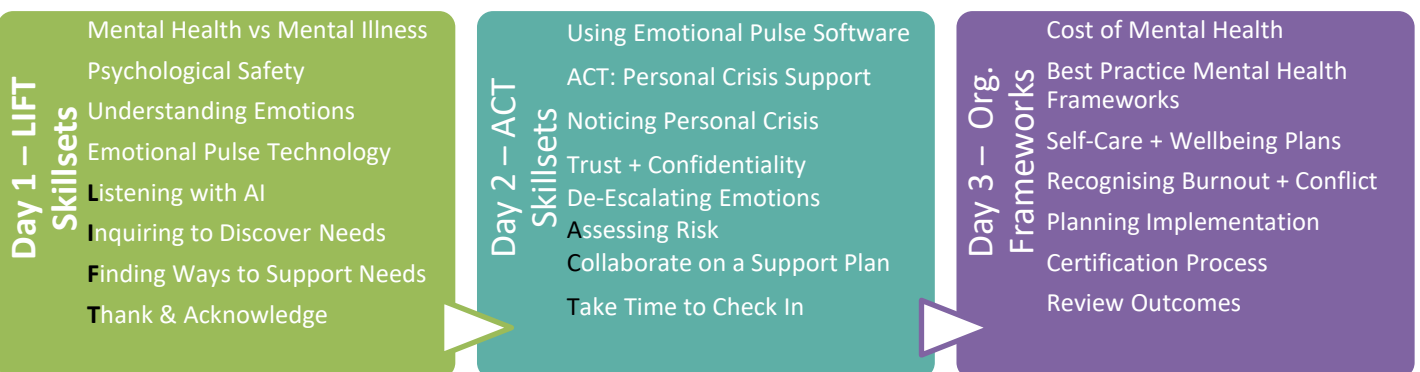
Mental health disorders are experienced by 2 in 5 people (43.7%) and 2 in 3 senior leaders (64%), yet Employee Assistance Programs average usage globally is approximately only 6% (SafeWork Australia, ABS, Bupa, ResearchGate)

This 37%+ gap between support needs and support provided emerges due to the following issues:

- People don't feel psychologically safe to express their mental health challenge to employers
- Workplace cultures lacked trust and don't often welcome people to express their emotions
- Workplaces don't often have a routine means to allow people to check-in with their emotional state confidentially
- Leaders don't often actively check-in with teams in a structured way to support mental health and wellbeing
- When support is needed people can't easily find who can support them in a confidential, trusted and skilled way
- Friends are most trusted though don't have certified skills to support
- There was a general stigma that expressing mental health challenges was a shameful act

ABOUT THE PROGRAM

The Mental Health First Responders (MHFR) program is a globally recognised certified program that has been developed using psychology and mental health principles and is endorsed by the Mental Health Foundation Australia. Promotion, Prevention, Early Intervention Support reduce the impact on a person in mental health distress and minimise the time and cost to recover back to a state of stability. Mental Health Distress left undetected and unsupported can lead to chronic mental health issues and increase the chance of risk and time for recovery.



WHO CAN USE THIS

Leaders, Mental Health Supports, Human Resource Leaders, Chaplains, Psychologists, Emergency Responders, Parents, Teachers, Care Workers, Social Workers, First Aiders.



EDUCATION & SKILLS

MHFRs vs Mental Health First Aid

WHAT'S THE DIFFERENCE BETWEEN MHFR & MHFA?

Both programs are certified and endorsed by the Mental Health Foundation Australia. Mental Health First Responder Training is more focused on Promotion, Prevention & Early Intervention Support and creating skillsets for people to support mental health distress. The program equips people with the resources required to establish effective mental health frameworks in organisations, whereas Mental Health First Aid is more focused on understanding the different types of mental health issues and connecting to professional support services in times of Crisis.

WHAT'S THE DIFFERENCE BETWEEN MHFR & MHFA?

| Aspect | Mental Health First Responder | Mental Health First Aider |
|--------------------|--|---|
| Approach | Universal way of Mental Health Promotion and Prevention based on identified sources of mental and emotional strain | A particular method of Mental Health Intervention based on observable Mental Health Challenges |
| Process | LIFT + ACT – focus Promotion + Prevention + Early Intervention | ALGEE – focus on Crisis Intervention + Professional Support |
| Skills Imparted | Identifies distress, provides immediate emotional support & referrals as required | Identifies Mental Health Challenges and refers to qualified support |
| Duration | 1.5 days (3 x 3hrs = 9hrs) | 2 days (3 x 4hrs = 12hrs) |
| Content overview | Interpersonal harm, psychological safety listening, crisis intervention skills, implementing mental health frameworks in organisations | Mental health problems and crisis situations are covered in detail |
| Content Detail | <p>Interpersonal Harm Covered</p> <ul style="list-style-type: none"> • Violence, Condemnation, Gossip, Bullying <p>Skills Covered</p> <ul style="list-style-type: none"> • Emotional Intelligence, Empathic Listening, Identifying Needs, Resilience, Crisis Identification, Crisis Response, De-escalating Strong Emotion, Best-practice Mental Health Frameworks for Organisation, Technology for Organisational Mental Health & Wellbeing | <p>Mental health problems covered</p> <ul style="list-style-type: none"> • Depression, Anxiety, Psychosis, Substance Use <p>Mental health crises covered</p> <ul style="list-style-type: none"> • Suicidal thoughts and behaviours, Non-suicidal self-injury, Panic attacks, Traumatic events, Severe Psychotic States, Substance Abuse, Aggressive Behaviour |
| Evidence Indicates | Good for supporting those in emotional distress and improving organisational culture and management of mental health at work | Good for raising awareness and understanding the different types of mental health challenges |
| Resources Included | Certified Training Program, Online Resources, Handbook, Technology, Support Community, Workplace Resources for Implementation and Training Leaders & Teams | Certified Training Program, Online Resources, Handbook |



HOLISTIC SUPPORT FRAMEWORKS

Building Bridges or Trust & Support

EMPOWERING CHANGE FROM WITHIN

Mental Health First Responders play a critical role in creating and sustaining organisational mental health frameworks. They work within and alongside professional supports, leaders and teams who also promote and support mental health.

The Mental Health First Responders training when combined with Emotional Pulse enables organisational leaders to empower their culture with the benefits of psychological peer support. In one of the worlds most detailed studies on team performance, it has been shown that workplaces that show high psychological safety are more innovative, have less absenteeism and higher productivity, with people reporting higher subjective states of wellbeing.

ref – reworkwithgoogle.com

Holistic Sustainable Support Framework

| | | |
|--------------|--|---|
| Professional | <ul style="list-style-type: none"> • Psychological / Psychiatric support • EAP / Wellbeing / Legal support | Referral Pathways LIFT +ACT LIFT |
| MHFRs | <ul style="list-style-type: none"> • Targeted Support, Advocacy & Guidance • Crisis Mitigation + Response | |
| Team | <ul style="list-style-type: none"> • Leadership Supportive Communication • Trusted Pairs & Routines for Emotional Safety | |
| Self | <ul style="list-style-type: none"> • Growth (character) mindset • Wellbeing Check-Ins & Self-Assessments | |

SOLUTIONS

ShareTree will either directly deliver or supports the MHFRs with resources and guidance to engage the entire organisation with the following workshops:

Leadership & Executive Alignment (2-3 hours with option to customise)

- How to lead and create a culture of trust and support
- How to lead to create emotional resilience and a culture of support
- What are mental health frameworks and the steps to creating and sustaining them
- Understand the role of MHFRs and how to support them
- Using technology and reporting to guide higher performance and supportive connections
- Confidentiality, escalation, professional referral pathways and reporting

Entire Team LIFT sessions (2-3 hours with option to customise)

- How to build trust and support in teams
- Forming trusted pairs with family, friends and colleagues
- Understanding emotions as indicators to managing personal wellbeing
- Activating Emotional Pulse technology
- Confidentiality and privacy of your data
- Understanding how to LIFT emotional distress (Listen, Inquiry, Find & Thanks)



Watch Video About
LIFT Skillset



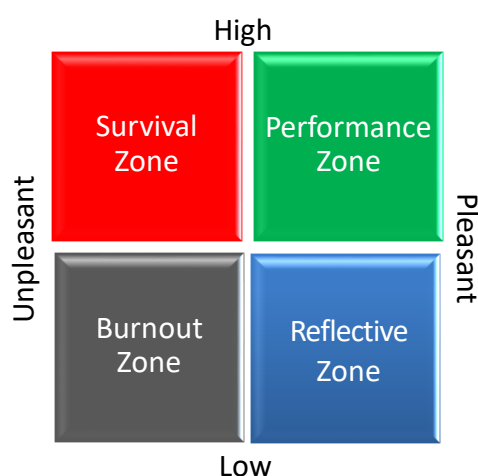
TECHNOLOGY, METRICS & REPORTING

Emotional Pulse – Humanised Technology

FUNDAMENTALS

Mental health issues arise due to acute or long-term physical, emotional or psychological strains. Employers have a duty of care to both provide a workplace where wellbeing can be achieved as well as ensure psychological safety, meaning that employees feel safe enough to be vulnerable in front of each other. There are also proven benefits to productivity, innovation and reduced Workcover claims in these environments.

By routinely understanding the energetic and emotional state of staff, individuals and organisational leaders are better equipped to make timely decisions to foster optimum environments and assist those most in need.



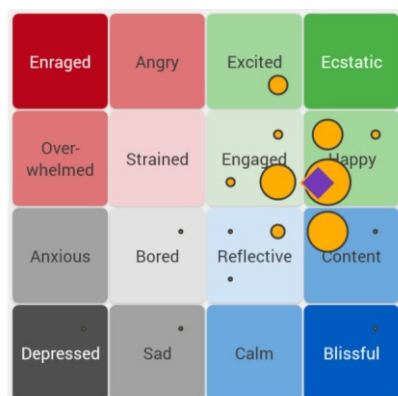
Watch Video About Emotional Pulse

HOW DOES EMOTIONAL PULSE WORK

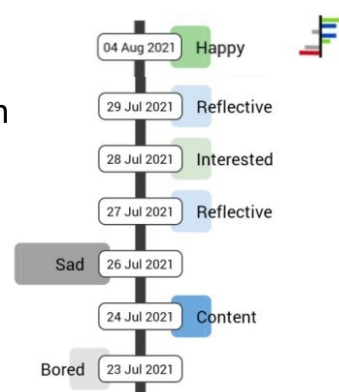
1. People log their emotional state at a frequency set to a workplan (Daily/Weekly)
2. Software provides confidential insights to individuals and teams about current pulse and emotional patterns
3. Individuals with trends moving toward risk zones are privately made aware and encouraged to invite support
4. People at risk can self-correct and frequency of checks-ins increases until they are safe
5. Privacy of individuals is maintained always until they choose to invite trusted support or may be at risk
6. Anonymous team trends of emotional pulse are provided to leaders for awareness and culture improvements
7. Alerts and connections are made real time with real people who've been trained and certified to respond
8. Escalation to professional support is linked within the technology

Personal/Team
Emotional
Patterns &
Trends

◆ Avg – All Time



Personal/Team
Journey &
Reports





TECHNOLOGY ASSISTED HUMAN RESPONSE

Emotional Pulse – Time Critical Response

In the Australian workforce suicide is the leading cause of death for people up to the age of 44 – aihw.gov.au

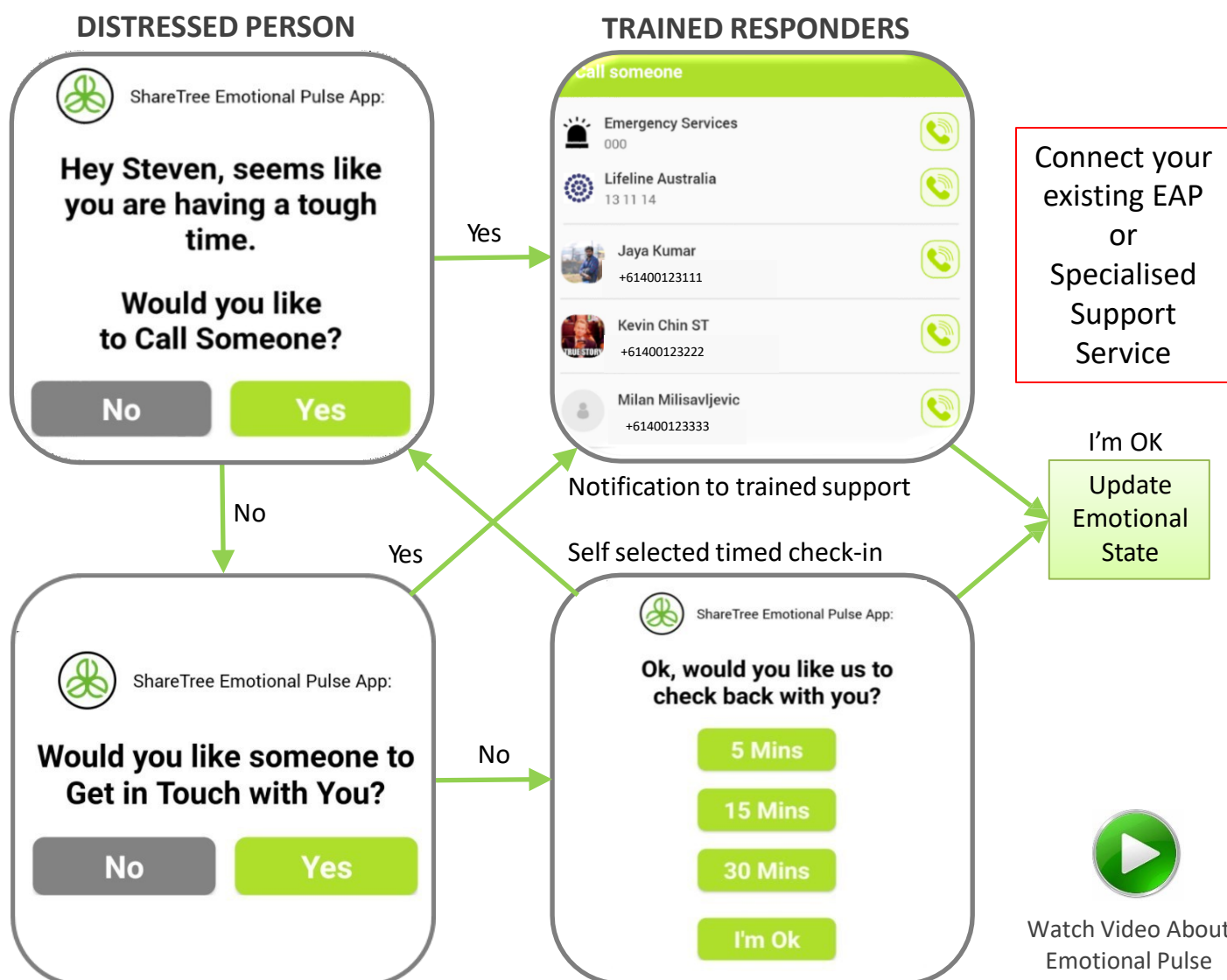
The overall cost of mental health is the third greatest cost following cancer and cardiovascular disease.

Promotion, prevention and early intervention reduce the impact on a person in emotional distress and minimise the cost and time to recover back to a state of stability.

SUPPORT AT A CRITICAL TIME IN NEED

When people check-in that may be in a state of emotional distress, Emotional Pulse supports the person in a psychologically designed and approve approach to confidentially and respectfully support the person.

Emotional Pulse invites connection to trusted support, trained responders and professional services.



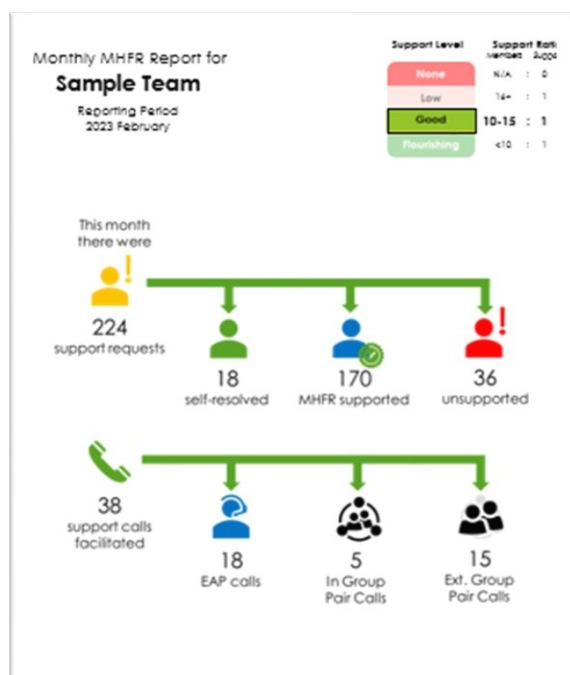


MEASURE & IMPROVE - PERFORMANCE

Emotional Pulse Monthly Reporting – This provides month to month insights to Mental Health First Responders (MHFRs) & leaders about the team's authentic wellbeing based on genuine feelings, connections and support calls between the team, MHFRs, EAP and other services. This is provided per team and collectively.

MHFR Monthly Reporting – Provides:

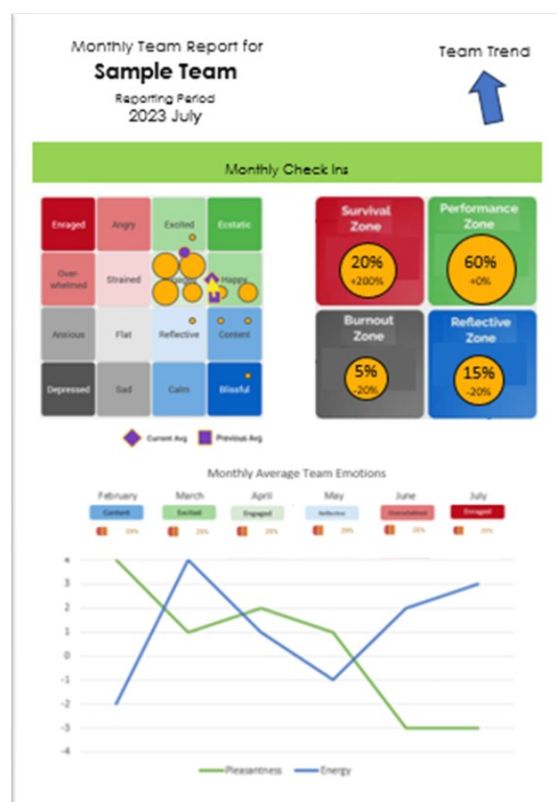
- Guidance to establish effective support framework
- Early intervention guidance to improve support and trusted connection
- Direct connection suggestion list
- Clarity of wellbeing culture trends and activity
- Understanding of support strategy effectiveness



"If you can't measure it, you can't improve it."
Peter Drucker

Team Monthly Reporting – Provides:

- General understand of wellbeing trends
- Deep understanding of emotional patterns
- Transparency of collective emotional shifts
- Understanding of support strategy effectiveness
- Builds awareness for individuals in relationship to the team in a confidential way
- Provides team check-in frequency insights
- Informs wellbeing strategy



Effective Wellbeing Strategy – Throughout the program wellbeing and support framework specialists will help you interpret reporting results and guide effective strategy to help improve culture, trust, connection, support and emotional resilience of individuals and teams.



MENTAL HEALTH AT WORK RESEARCH

One in 5 people take time off work due to mental health and 92% of employees feel that mental health is a very important issue, while an alarming 48% of employees feel their workplace is a mentally unsafe place to work. ShareTree conducted research in workplaces regarding Promotion, Prevention and Early Intervention (PPEI) for Mental Health Support and the effects of Emotional Pulse technology. (February 2022)

Leadership

Mental Health Support Transparency



70%

of Leaders in workplaces report having low or no transparency about their team's mental health

86%

more transparency reported by Emotional Pulse Leaders

100%

Emotional Pulse Leaders report significantly improved transparency for who to support

Promotion

Daily Emotional Awareness



49%

of people in the workplaces don't notice their daily emotional state

61%

higher daily emotional awareness reported by Emotional Pulse users

85%

of Emotional Pulse users said it increased their emotional awareness

Prevention

Check-in Frequency



56%

of people in the workplaces said check-ins rarely or never occurred

83%

higher check-in frequency reported by Emotional Pulse workplaces

81%

of Emotional Pulse users said it increased check-ins from their organisation and support network

Early Intervention

Accessing Support in Times of Need



42%

of people in the workplaces said it was difficult to access support when needed

116%

increase reported by Emotional Pulse users in making access to support very easy

77%

of Emotional Pulse users said they felt more supported in times of challenge

PROGRAM FACILITATORS

ShareTree facilitators bring a purpose aligned passion blended with rich life experience to the workshops we facilitate. In addition to this passion, ShareTree facilitators are highly experienced in engaging groups with emotive and kinaesthetic activities and discussions, that leave your team inspired, motivated, informed and experienced. Facilitation coupled with experienced support to implement progressive people centric frameworks and practises, helps improve mental health, wellbeing and performance in your teams using science training and technology.



Steven Farrugia - Master Facilitator, Coach & Keynote Speaker

Leading Character Strength – Self-Discipline Wisdom Resilience

Topics of Expertise – Psychologically Safety, Culture, Strategy, Continuous Improvement, Social Entrepreneurship, Technology, Character, Leadership & Psychology.

Professional Experience – 15 years global experience with Robert Bosch and 17 years in consulting to over 650+ organisations and thousands of leaders to inspire high performance in people and processes by enhancing, efficiency, connection, achievement, appreciation, trust, innovation, and purpose.

Social Entrepreneur with a start-up success rate 65%+ (global avg <5%).

Awards – RMIT SAMME Award Highest G.P.A. Score, Finalist VIC Young Achievers Award

Life Experience – Visual Dyslexia, Sexual Abuse, Travel, Family, Relationship Coach, Meditation Coach, Thai Boxing Coach, Character Coach, Mental Health & Wellbeing.



Rhys Jaconley - Master Facilitator, Coach & Keynote Speaker

Leading Character Strength – Trustworthiness Enthusiasm Truthfulness

Topics of Expertise – Communication & Relationships, Culture, Conflict Resolution, Organisational Justice, Self-Managing Teams, Character, Crisis Response

Professional Experience – 8 years direct experience in trauma-informed conflict resolution, stakeholder engagement, governance, building cross-functional teams and business growth. Experience building and growing businesses across a range of phases from start-up to legacy. Helped resolve over 500 disputes ranging 2-200 participants across 3 states, 5 diverse cultures and over 50 organisations.

Winner: ADR awards 2020 – Community Mediator of the Year Australia.

Life Experience – Relationship Coach, ADHD, Cross-Cultural Competence, Compassion Fatigue & Burnout, Counter-Culture, Suicide Intervention, Mutual Aid Communities & Positive Masculinity.



Shanaka Jayakody - Master Facilitator, Coach & Keynote Speaker

Leading Character Strength – Inspiration Purposefulness Commitment

Topics of Expertise – Inspiring Purpose, Character Coaching, Mental Health, Wellbeing, Entrepreneurship, Career Advisory.

Professional Experience – 11 years of experience in entrepreneurship and education with over 12,000 hours in coaching, mentoring and facilitation of over 1000 students aged 16-21 across Australia to activate their purposeful potential whilst transitioning to university and the workforce. Achieved an 8x higher success rate than the national average with students being selected into medical school based on character and competency.

Awards – Mensa Member Global High IQ Society, 99th Percentile Bloomberg Aptitude Test.

Life Experience – Suicide, Family Trauma, Meditation, Character Coach, Emotional Coach.