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HOT NEWS

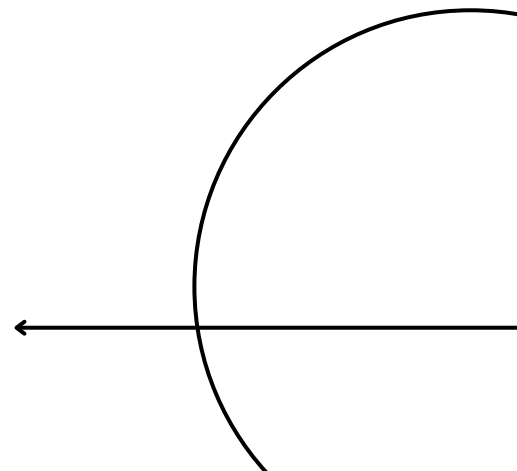
HYBRID EMPLOYEE WELLNESS PROGRAM TAKES THE WORLD BY STORM

IN THE EVER-EVOLVING WORLD OF EMPLOYMENT, TRENDSETTERS ARE MAKING HEADLINES WITH GROUNDBREAKING PROGRAMS AND DARING INNOVATIONS. HERE'S THE LATEST BUZZ FROM THE EMPLOYEE WELLNESS FRONTLINES

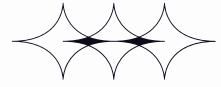
THE CON TENT



- INTRODUCTION / ABOUT US
- WHY WE NEED AN EMPLOYEE WELLNESS PROGRAM
- THE HARD FACTS
- HOW WILL IT WORK?
- POSSIBLE TRAINING TOPICS
- WHO TO CONTACT FOR ENQUIRIES



THE EMPLOYEE WELLNESS *Revolution*



Employee Wellness is more than just a fancy buzz-word. it's a cultural phenomenon that has transformed the employment landscape. From humble beginnings on the streets of urban neighborhoods to the runways of high-end corporate organizations, Employee Wellness has become a global symbol of wellness, success, and a healthy work culture.



The Intersection of Employee Wellness and getting practical...

Meet Dough...

Dough's Employee Wellness Program makes him happy. I mean...look at him...

There is only one problem...

Dough's Employee Wellness Program is not set up for the modern times we find ourselves in, including the modern times kind of mental-health challenges that go with it.

This is where the "Hybrid Employee Wellness Program" fits in.

We offer a Hybrid program that suits the needs of a modern workplace where staff are not necessarily under one roof, and where technology has become the main way of communication and connection between not only staff, but also clients.

Your Employee Wellness Program is built by a real person behind this computer screen (not literally) who have gone through it all herself...the burnout, the toxic work environment, the trauma...and the Karen's.

So who is she?



Experiencing life, the world, and all its toxic traits, and returning full of new ideas

SUNET GOPAUL



PSYCHOTHERAPIST (TRAUMA) | EMPLOYEE WELLNESS TRAINING DEVELOPER & TRAINER | CROSS CULTURAL GROUPS TRAINING DEVELOPMENT AND TRAINER.

What a journey!

I went from being a young, very much Traumatized farm-girl living close to a small town with one horse, a liquor store and no Mental Health Services, to becoming a still-very-traumatized student of Psychology, before heaping on more Trauma just for funzies!

Eventually it all brought me to a halt and I had to take responsibility for my Trauma and seek the help of...whoever I could, really....Therapists, books, trainings, my studies...whatever I could find!

This journey took me on a road to living and working in all three mainstream cultures of the world, getting trained in cross-cultural competence, going through culture shock, learning different languages, burning myself out in the most toxic of workplaces...and still not being perfect after all of it...

Long story short...I know what it takes to be in the seat of the client, I have felt it on my own skin...and I can say with confidence that there is SO much hope. It's most definitely not easy and quite a commitment...but nothing I have ever done in my life has been as rewarding as being equipped to become more resilient.

For those who want to know more about the nitty gritty details...

I have a bachelor's degree in Social Sciences, majoring in Psychology, a 3-year advanced certificate in Narrative therapy, and am trained in CBT, DBT, EMDR, Traumatic Incident Reduction, Brainspotting, Somatic Experiencing, Trauma Release Exercises (TRE), Neuropsychotherapy, International Cross-Cultural Competence, Employee Wellness, and more.

I see individuals ages 17+ for therapy and also offer group therapy and mental-health trainings. I speak 2 languages (English and Afrikaans) fluently, and use Turkish for self-defense only. My therapy approach is very much person-centered and adapted to the individual.

I am a level 4 registered Counsellor (which is like having a black belt in Kung Fu) with the Australian Counselling Association (ACA) and offer both in-person and online options in order to make Psychotherapy more accessible to clients.

Both NDIS and Private Clients are welcome. Conditions I have experience in treating includes among other things, PTSD, CPTSD, Phobias (including Agoraphobia), Anxiety, Depression, Bipolar Disorder, Trauma therapy with people with intellectual Disabilities (if their severity level of Disability allows it), Psychotherapy with clients with Autism Spectrum Disorder (ASD) and more.



WHY DO WE NEED AN EMPLOYEE WELLNESS PROGRAM?



*A positive work culture
doesn't just attract
talent...it keeps it*

Sunet Gopaul

Clinical Burnout is a form of total exhaustion and relational Trauma that depletes our emotional, physical and mental capacity to cope.

mindmojobspsych.com.au

In Australia about 50% of employees have resigned before due to a toxic work environment, stating that it has had a great impact on their mental health.

Many of these resigned without having new employment yet due to the impact on their mental health.

Clinical Burnout, Depression, Anxiety and Panic Attacks, Anger Issues, Substance Abuse and lack of sleep, among other things, are among the most common symptoms we see in the workplace.

EMPLOYEE WELLNESS



MIND MOJO PSYCHOTHERAPY

by

Janet Copaul

◆ The tea...

The goal of the Staff Wellness Plan is to care well for staff coming into contact with high-risk Mental Health situations often that could lead to the development of Mental Health Conditions such as Post Traumatic Stress Disorder, Depression, Anxiety, Social Anxiety, Isolation, Insomnia, Anger Outbursts, Eating Disorders, Addictions, Compassion Fatigue, Deliberate Self-Harm, Suicidal Ideation and the like.

The nature of prolonged mental distress has high potential to lead to several physical conditions, including much higher rates of infections (airway, bladder, etc.), common colds and flu, lowered immunity, heart conditions, stroke, diabetes, auto-immune conditions such as Rheumatoid Arthritis, Chronic Pain, Fibromyalgia, etc.

HYBRID

Employee Wellness

The hard facts...

Our Employee Wellness Program has an integrative approach to mental well-being by preventing harm, promoting the positive, and Managing Illness.

We believe that prevention is better than damage control.

A study by Beyond Blue showed that almost 50% of employees have resigned from their workplace due to a poor mental-health environment, while 60% of these participants noted that they were more committed to their job in a workplace that is mentally safe and healthy.

68% Of these employees believe that a mentally and emotionally healthy environment at work would make it less likely for them to seek other employment opportunities.



According to this study 1 in 5 Australians take time off work in a given year because they felt stressed, anxious, depressed or mentally unhealthy in some way.

This statistic was twice as high among people who considered their workplace mentally unhealthy.

35% of these employees did not want anyone to know about their mental health challenges, as they were worried about how it would affect their job security.

(<https://www.beyondblue.org.au/media/statistics>)

The hard facts...

Our Employee Wellness Program has an integrative approach to mental well-being by preventing harm, promoting the positive, and Managing Illness.

According to the “Good Practice framework for mental health and wellbeing in police and emergency service organizations” of Australia, employees who have worked in occupations with high trauma potential for longer than 10 years were almost twice as likely to experience psychological distress and were 6 times more likely to experience symptoms of PTSD.

3 in 4 employees in this sector found current workers’ compensation processes to be detrimental to their recovery.

A healthy workplace is a workplace that actively minimizes risk of mental health conditions forming, and strongly promotes wellbeing and freedom from stigma, supporting staff in prevention of, and recovery from mental health conditions.

Mentally healthy workplaces help staff feel more engaged and productive, increases sense of wellbeing, improves productivity, and helps attract and retain staff.



1 in 5 employees in this sector have been found to experience very high psychological distress.

Suicidal Thoughts were present at more than 2 times higher rates than adults in the general population and are 3 times more likely to have a plan to action these thoughts.

28% of these employees had seriously considered taking their own lives through the course of their employment.

Our Wellness Plan

How does it work?

Whether you're the lowest- or highest paid employee, your voice matters and makes a difference...

The first stage is to do a Mental-Health Risk assessment with management, and then with staff respectively.

This is a totally anonymous process and facts about you, or the information you share is not available to your employer or other staff.



Change is coming...

Once the risk assessment has been completed, the general results and specific recommendations are given to Management and HR to enable them to put protective factors in place for the risks identified and make changes as needed from the top down in management.

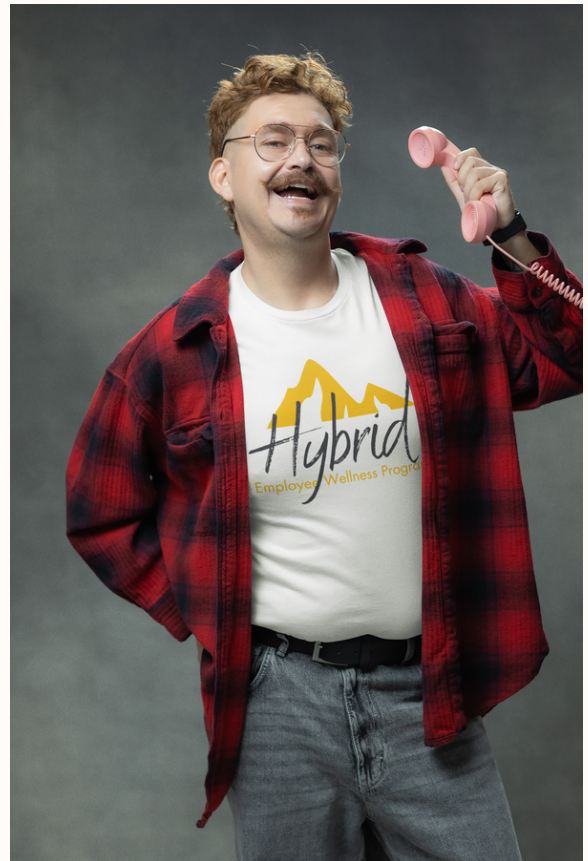
Trainings

EQUIPPING YOUR ORGANIZATION TOP-DOWN...



Once a month you will receive an online training in topics selected based on your organization's risk assessment results.

Don't be caught off-guard like Dough, here...make sure your internet connection is in tip top shape...



GET WITH THE TIMES...

Some of the ways of thinking around staff wellness are outdated and doesn't fit into our modern world...just like Dough's fancy Stereo over here...

The Hybrid Employee Wellness Program has been developed for the Modern workplace where hybrid work and multi-cultural teams are mainstream and a toxic workplace is no longer tolerated.

POSSIBLE TRAINING TOPICS...



Mental Health related topics:

- **Personality Types.**
- **Depression, Stress & Anxiety, and Sleep (including practical tips).**
- **Healthy Boundaries:**
 - 1 - Introduction to Healthy Boundaries.
 - 2 - Practical application of Healthy Boundaries.
- **Clinical Burnout.**
- **Trauma (Including Vicarious Trauma and Compassion Fatigue)**
 - 1 - Introduction to Trauma - What does Trauma do to the brain and nervous system?
 - 2 - What can I do about Trauma?
- **Mental Health Continuum (Preventative Mental Health Tips):**
 - 1 - Explanation of Continuum, symptoms on the Continuum and Mental Health Wellness Questionnaire.
 - 2 - Mental Health Tips Training to manage symptoms and build resilience.
- **Risk: Deliberate Self-Harm, Suicidal ideation and Risk of harm to others**
- **Anger Issues (including practical tips)**
- **Gender Identity workplace tips.**
- **Substance Abuse**

POSSIBLE TRAINING TOPICS...



Leadership related topics:

- **Skills of highly successful leaders.**
- **Successful Leadership 1**
 - Interdependence & Win-Win relationships
 - Synergizing Teams
 - Personal Leadership & Personal Vision
 - Time Management vs Leadership
 - Building a new team.
 - Empowering others through Coaching
 - Delegation & Balance
 - Getting things done
- **Interpersonal Skills**
 - Helping others solve problems
 - Listening skills
 - Confronting well
 - Receiving confrontation well
 - Managing Conflict
 - Building Trust
 - Drawing People Out
 - Being an encourager

POSSIBLE TRAINING TOPICS...



Other related topics:

- **Cross-Cultural Competence training.**
- **1 - Cross-Cultural Competence for teams.**
 - - Cross-Cultural Open-Mindedness
 - - When Values Collide
 - - Mainstream Cultures of the world
 - - Cross-Cultural Communication Simplified
- **2 - Adapting in Australia as a foreigner.**
 - - Everything in the “Cross-Cultural Competence for teams” training
 - - Culture Shock and adapting for new Expats
 - - Raising third culture kids
 - - Learning a foreign language
- **Making the workplace disability friendly:**
- **Psychosocial Disabilities (Mental-Health Related Disabilities)**
- **Neurodiversity in the workplace:**
 - - Autism Spectrum Disorder (ASD)
 - - Attention Deficit Hyperactivity Disorder (ADHD)
- **Physical Disabilities**
- **NDIS general information**

ENQUIRIES AND WHO TO ASK...

Keep in touch...

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Hi, my name is Lisa...



Your organization will identify a staff member (typically HR) who you can contact if you have any enquiries.

This person...let's call her Lisa, will answer all your questions as needed.

If Lisa doesn't know how to answer your enquiry, she will contact us and we will help her figure it all out...

Enquiries sent directly to us from staff about the Employee Wellness Program will not get a response from us...because we're scarce Ninjas.

You may contact us directly for personal Therapy or products and services not related to the Employee Wellness Program.