


Workplace Counselling & Psychotherapy: A Comprehensive Guide

Effective counseling and psychotherapy in the workplace provide a solution-focused method for addressing individual work-related problems. The aim is to improve employee wellbeing, increase productivity, and enhance overall employee performance. Workplace counseling can take the form of short-term consultations, individual psychotherapy, or group therapy.

 **by Shaney-Ann Charles**

Benefits of Counseling in the Workplace



Increased Work Performance

Improved employee wellbeing leads to a higher work performance, better quality of work and productivity, resulting in increased customer satisfaction and overall success of the company.

Lower Absenteeism

Employees experience stress and anxiety, which can impact physical and emotional health. Workplace counseling can reduce absenteeism and presenteeism, resulting in increased performance.

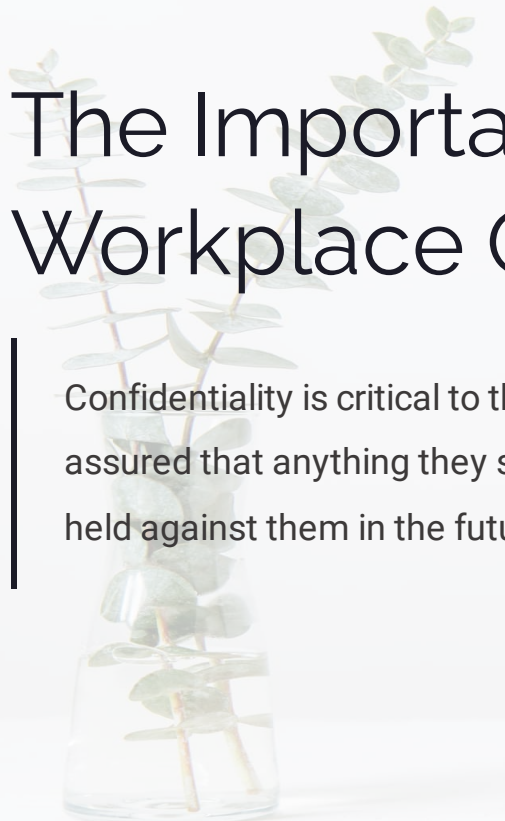
Better Teamwork and Communication

Workplace counselling fosters better communication among team members, leading to increased collaboration on projects and better problem solving.



Common Issues Addressed by Workplace Counseling

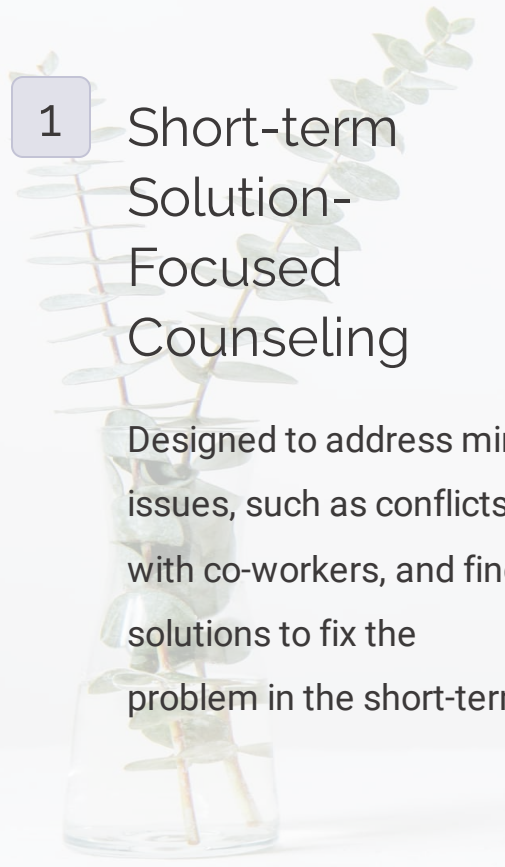
Stress	Depression	Anxiety
Workplace Conflict	Bullying & Harassment	Addiction
Work-Life Balance	Grief & Loss	Relationship Issues



The Importance of Confidentiality in Workplace Counseling

Confidentiality is critical to the success of counseling and psychotherapy. Employees need to feel assured that anything they share in counseling sessions is private and will not be used against them or held against them in the future

Types of Workplace Counselling Services



1 Short-term Solution-Focused Counseling

Designed to address minor issues, such as conflicts with co-workers, and find solutions to fix the problem in the short-term.

2 Longer-term Counselling and Psychotherapy

Used for more severe issues, like depression, anxiety disorder, or trauma.

3 Group Therapy

This type of counseling is beneficial for employees experiencing the same issues, offering a platform to share feelings, experiences and mutually support each other in solving the problem.

This can be delivered facet-face or online.



Qualifications and Training

Qualifications

All of Tazwell's Workplace Therapists are qualified and are registered to work in the country they plan to practice. Additionally, they have a foundational understanding of workplace culture and practices.

Training

Tazwell's Therapists are trained and experienced in the most recent evidence-based therapeutic techniques. They will continuously develop their skills and knowledge related to the ever-changing workplace landscape.

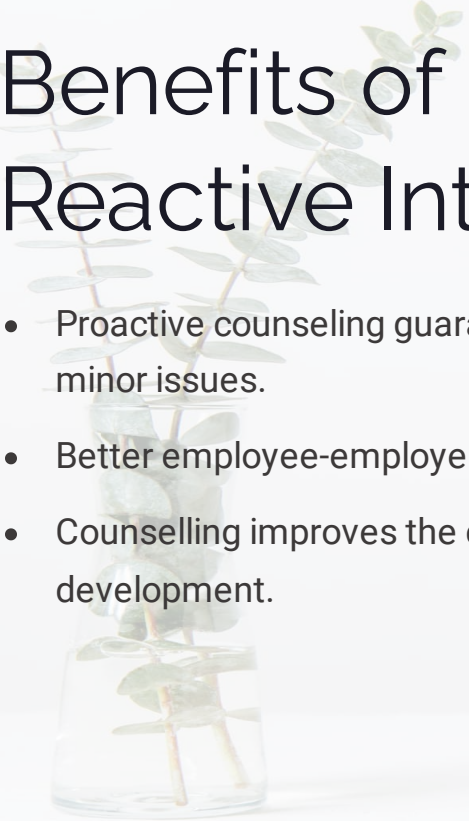
Integration of Counselling into Company Culture



Companies that integrate counselling and therapy with the company culture will see major improvements in employee happiness, productivity and overall efficiency.



Managers should model the importance of counselling by encouraging their employees to prioritise their mental health and well-being.



Benefits of Proactive Counseling vs Reactive Intervention

- Proactive counseling guarantees quicker intervention and reduces the recovery time for individuals with minor issues.
- Better employee-employer relationships are achieved in proactive counseling.
- Counselling improves the culture within the company and nurtures emotional intelligence and workforce development.

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