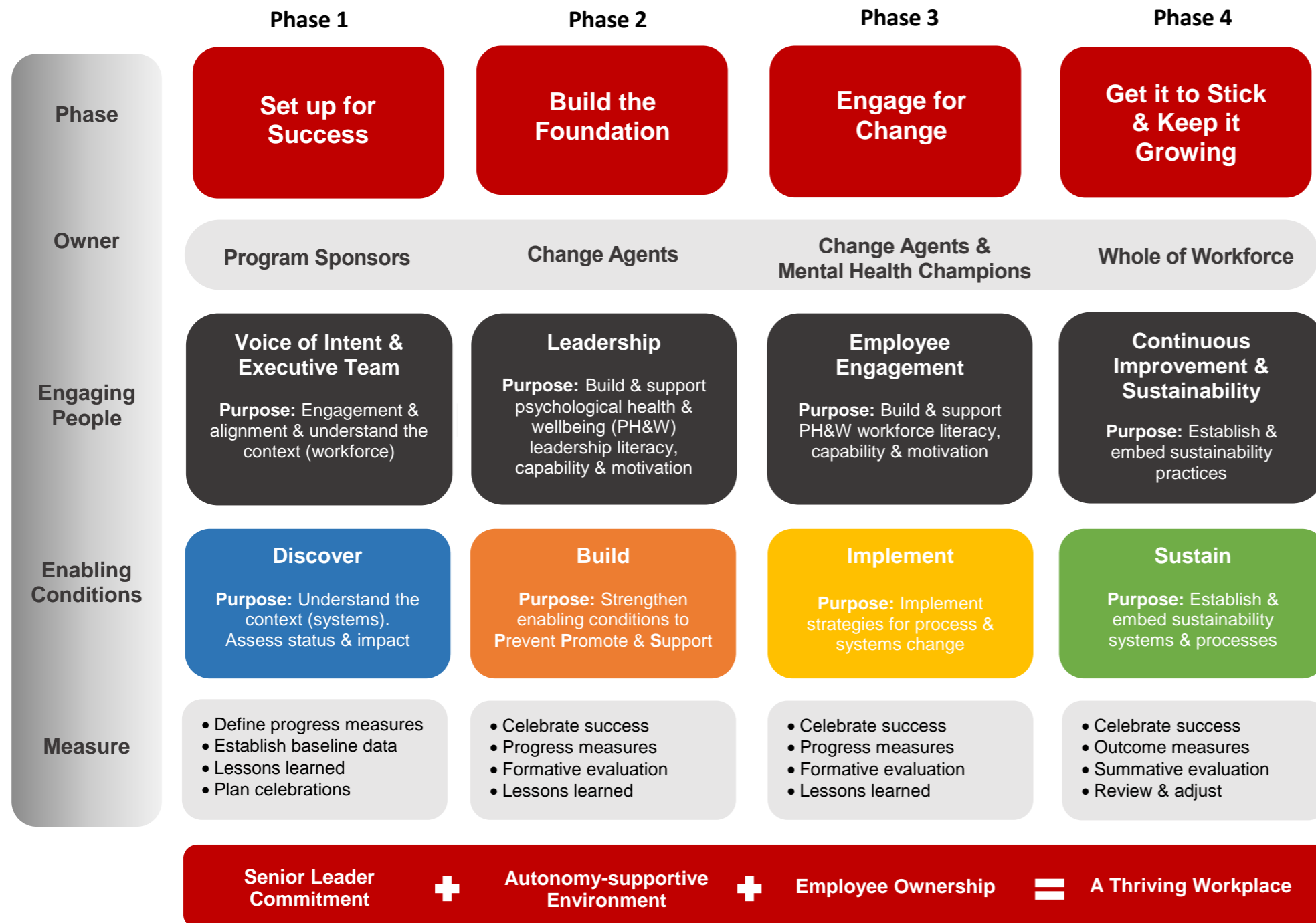


Framework for a Psychological Health & Wellbeing Integrated Approach



Overview

Based on extensive evidence and growing consensus we believe that the application of a holistic lens that spans the organisation is most effective and sustainable.

We recommend an integrated approach using three (3) domains as avenues of influence: **Prevention of Psychological Injury, Promotion of Psychological Health & Wellbeing and Support of Those in Need.**

We note that the design of strategy including selection of diagnostics and interventions will always need customisation to match the unique characteristics of each organisation.

Our approach is to work in partnership with an organisation to support the strengthening of a psychologically healthy workplace. We do this by working with you wherever you are at in your change journey.

Critical Elements

- Senior leadership commitment, engagement and ownership
- Co-creation and co-ownership of framework/strategy
- Accountability and resourcing for autonomy-supportive leadership at all levels
- Strategies and interventions are -
 - Targeted
 - Based on robust situational analysis of need
 - Organisational, team and individual-level
- Psychological safety
- High level of employee involvement/engagement
- Psychological health and the promotion thereof is understood to be more than mental illness only
- Psychological risks are identified, managed and monitored