



Mental Health Prevention and Psychological Safety Training



A Business Case Facts and Figures

What the evidence says:

The USA Journal of Public Health published a meta analysis of 48 separate studies on Occupational stress interventions. The findings include:

- Individualized programs were particularly effective
- CBT and relaxation techniques provide both active and passive coping strategies and are most effective together
- Web or mobile based platforms show higher utilization rates
- Employees stress levels were found to be significantly lower after use
- 6-7 module courses show the most efficacy

The Workplace Challenge

- ⇒ Employee absenteeism costs Canada >16.6 billion dollars
- ⇒ On average an employee is absent 9.3 days in a year
- ⇒ When psychological safety is provided the profit margin increase by 4%
- ⇒ Indirect costs include: loss of productivity, training and replacement costs
- ⇒ Providing psychological safety enhances the company's value up to 16%
- ⇒ Motivated employees will come and do best they can, so targeting human well being has a huge impact on Capital
- ⇒ Safe workplaces generate 20% more revenue per employee
- ⇒ At the current rate stress will increase 316% in 5 years. Stress is the number 1 reason for absenteeism
- ⇒ 40% of employees site stress as the main reason for leaving the job
- ⇒ Stress is highly contagious, impactful and leads to physical issues



What is the THINK'n Program?

THINK'n is designed to teach individuals strategies that are proven to decrease stress, increase resiliency, and prevent mental illness. Psychological safety is linked to physical safety and is a top priority in our world today.

The THINK'n program has been developed by top experts in the mental health field. The course teaches learners how to:

- Manage stress, worries, low moods, and/or various emotions, increasing the ability to perform
- Identify unhelpful thoughts that can make situations more difficult and master changing those thoughts
- React/respond in appropriate ways to challenging situations
- Connect physical symptoms to various feelings and situations encountered
- Use relaxation strategies for better health and wellness
- Use problem solving strategies to generate positive action
- Understand exposure techniques and use them to overcome stress, worry, fear and other emotions

- ⇒ The THINK'n program can be accessed from any device
- ⇒ The program ensures strict privacy, the employer does not have access to the employees individual content
- ⇒ The 6 modules of the program can be accessed at any time, even upon completion for continued use
- ⇒ There are individual worksheets and strategies that can be saved and printed
- ⇒ Upon completion, the employer is notified and a certificate is issued

THINK'n Statistics

These statistics are based on 2 large companies with approximately 4800 and 6300 employees after one year of implementing the THINK'n Program.

- ⇒ 91% of employees would recommend this program to others
- ⇒ 88% found it very user friendly
- ⇒ 84% feel they learned to cope better with stress
- ⇒ 83% continue to use it regularly

THINK'n Qualitative

Managers report an increase in:

- ⇒ Morale, productivity, problem solving and peer support

“There are more smiles on the staff's faces”

“We see people encouraging each other to use the acronym”

“People are not off sick as much. Their attitudes have changed.”

Employees say:

“The strategies and skills are very practical and easy to use”

“This program has changed my life, everyone should use it!”

“I feel more supported. It's now OK to talk about troubles”



THINK'n meets almost all of the 13 factors of psychological health and safety in the workplace.

- ✓ **Organizational Culture** – THINK'n reduces stigma and gets everyone comfortable with talking about mental health using the same language. Employees feel valued and cared for by the employer and are less fearful to talk about their concerns with management or others.
- ✓ **Psychological and Social Support** – THINK'n encourages a buddy system for social support. The whole program is psychologically supportive by teaching practical, proven strategies.
- ✓ **Civility & Respect** – THINK'n helps provide a sense of trust, honesty and fairness within the workplace. It teaches respect and problem solving skills.
- ✓ **Psychological Demands** – THINK'n provides the best evidence based skills and strategies to learn how to manage daily psychological demands and prevent mental health deterioration.
- ✓ **Growth & Development** – THINK'n encourages the development of interpersonal, emotional and job skills.
- ✓ **Recognition & Reward** – THINK'n provides an acknowledgement of the employees' interpersonal and psychological needs.
- ✓ **Workload Management** – THINK'n provides the skills and strategies to help employees manage their stress and be better able to cope and manage their workload.
- ✓ **Engagement** – THINK'n is interactive and engaging. When employers purchase the program for their employees, they feel engaged by the company and are motivated to perform at their peak.
- ✓ **Balance** – Mindfulness, CBT and relaxations skills are taught throughout the THINK'n providing balance and overall wellness.
- ✓ **Psychological Protection** – THINK'n ensures that employees feel safe to discuss problems and mental health concerns. The skills taught are protective of the mind and are preventative.
- ✓ **Protection of Physical Safety** – We know that physical safety and psychological safety are connected and without psychological safety, accidents occur. THINK'n provides the opportunity to enhance psychological safety and prevent workplace accidents.

Occupational stress and mental injury continue to rise and need to be prevented proactively for good return on your investment.

Endorsements

The THINK'n program has been endorsed by:

- ⇒ International Engineering and Mining Companies
- ⇒ Steel Companies,
- ⇒ Yoga Companies
- ⇒ Social Sector
- ⇒ Health and Safety Companies

Current Partnerships

Great West Life,
Mercer, WSPS



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