

Be Well Organisational Offerings Information Pack



Building the mental health and wellbeing of your people

Be Well Co is an entity of the South Australian Health and Medical Research Institute (SAHMRI). Be Well Co is a leading provider of evidence-based mental health and wellbeing solutions to organisations, with proven results for individual wellbeing and organisational performance.

Investing in the mental health of your people

The evidence is clear; organisations who invest in their people's mental health see positive returns. They see improvements in productivity, improvements in relationships and in the ability to cope with change.

The importance of looking after the physical health of your people is well recognised, investing in mental wellbeing is no different.

Global research very clearly shows that psychological and behavioural solutions like the Be Well Programs can improve the mental health of your people, with flow on effects to your business KPIs.

Tackle a large invisible cost to your organisation

Our data shows that at any given time **up to 2 in 3 of your people have low wellbeing or active distress**. This includes up to 30% of people who have low wellbeing and are up to 8 times more likely to develop a mental illness in the future. This comes at a huge cost including low productivity, presenteeism, absenteeism and potential longer-term psychological injury claims.

These people are often undetected by usual risk assessments and are not actively targeted by workplace interventions. Be Well Plan is proven to be effective in significantly improving mental health outcomes, particularly for people with low wellbeing. See further information on evidence at page 5.



A SAHMRI review of global literature summarises the following organisational benefits:

- A return on investment of up to 6:1
- More productive and engaged staff
- Improved client and staff relationships
- Less absenteeism and injury claims

This document outlines the following organisational offerings:

- 1. Be Well Tracker:** Measurement for data driven decision making
- 2. Be Well Programs:** Training to build skills capacity
- 3. Be Well Plan App and Masterclasses:** Embedding sustainable behavioural change

Be Well Tracker: Measurement for Data Driven Decision Making

Be Well Co offers a custom-built online platform, the [Be Well Tracker](#) (click to view video), to measure domains of your people's mental health, in order to take a pro-active approach to supporting wellbeing. Users are invited to measure their wellbeing in an easy-to-use format that takes approximately 10 minutes to complete.

The measurement focuses on the following key outcomes:

Resilience

- Ability to cope with life stressors

Wellbeing

- subjective, social, and psychological.

General Physical Health

- Including personal experiences of physical activity, nutrition, and sleep.

Psychological Distress

- Mood, anxiety, and stress.

Work Wellbeing

- Including work satisfaction, work engagement, and work relationships.

Demographic

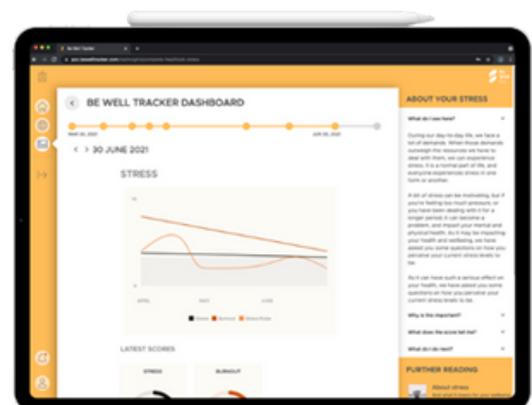
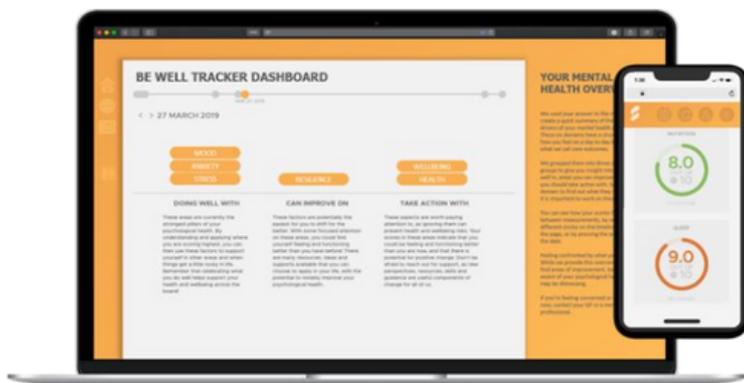
- Data to enable targeted analysis and action.

In addition to the full measurement, the Be Well Tracker also allows a **shorter 1-minute pulse measure** that can be taken over time, to capture changes in your organisations wellbeing profile.

Aggregate Measurement Report

Be Well Co is able to provide aggregate reporting to inform your organisational wellbeing strategy. The differing levels of information, broken down by demographic data points are provided as an aggregated de-identified report, equipping leaders to make informed decisions about where and how to invest in organisational wellbeing. It is recommended that a baseline measure of all staff is conducted prior to implementing mental health solutions and that measurement is then repeated annually. Be Well Co can also analyse the efficacy of the Be Well Programs for your organisation by measuring participant wellbeing pre and post program delivery to track its impact.

The Be Well Tracker also offers individuals the opportunity to measure their mental health and wellbeing and track it over time. Individuals will receive a confidential online report giving them immediate insight into how they score on aspects of their mental health.



Be Well Programs: Training to Build Skills Capacity

Be Well Programs are a suite of mental health and wellbeing training offerings from Be Well Co that help participants better understand their mental health and introduce them to tools and activities that are scientifically proven to improve mental wellbeing.

Each element in the Be Well Programs is backed by years of scientific research and its format is driven by a focus on sustainable outcomes. Research is very clear: long-lasting positive impact on wellbeing relies on and is stimulated by several factors:

Behaviour change: Be Well Programs teach participants the fundamentals of improving their mental health, but behaviour change relies on consistent effort, much the same as improving physical health does.

Integration into identity: Participants need to realise the benefits of working on wellbeing and need to believe they can change their wellbeing outcomes.

Integration into day-to-day life: Be Well Programs aim to get participants to embed wellbeing activities within personal and professional settings, with a focus on creating wellbeing habits and using Be Well Technology tools.

Tailoring to our unique situation: Different people have different needs over time. Be Well Programs are designed to be tailored to the individual, which improves impact.

Delivery Formats:

With three different formats on offer, the Be Well Programs can be delivered stand-alone or as a suite of training offerings, to allow flexibility to suit your organisation's needs.

Be Well Plan is a 10-hour program delivered over 5 weeks (2 hours each week) which provides participants with the tools to develop a personalised mental health and wellbeing strategy tailored to their psychological health profile and current life circumstances.

Be Well Foundations is a 5-hour program which introduces participants to the key principles of the Be Well Plan as well as introducing them to the Be Well Technology (Be Well Tracker and Be Well Plan App).

Be Well Masterclasses are 1-hour sessions that provide your people with the opportunity to engage in ongoing content and continue to learn and apply key concepts in building mental health and wellbeing.

To help deliver sustainable positive changes in mental wellbeing, Be Well Co highly recommends that these Programs are delivered as a suite of offerings. The Be Well Plan and Be Well Foundations Programs will have optimal impact when they are followed by the delivery of ongoing monthly Be Well Masterclasses.

Be Well Programs are delivered by Be Well Certified Trainers who can either be external, or internal to the organisation, or a combination of both. Be Well Programs are facilitated live, either in-person or online for flexibility, allowing accessibility in regional and non-metro locations.





Be Well Plan

The Be Well Plan provides you with the tools to develop a personalised mental health and wellbeing strategy tailored to your psychological health profile and your current life circumstances. You will walk away with a tailored plan comprising self-selected activities from a collection of evidence-based resources to help you deal with stress, build wellbeing and resilience and be your best possible self.

Be Well Plan is delivered over 5 weekly sessions x 2 hours each week.

Session 1

Building a wellbeing foundation

Session 2

Using your wellbeing profile

Session 3

Exploring your resources and challenges

Session 4

Managing stress and building resilience

Session 5

Living your Be Well Plan

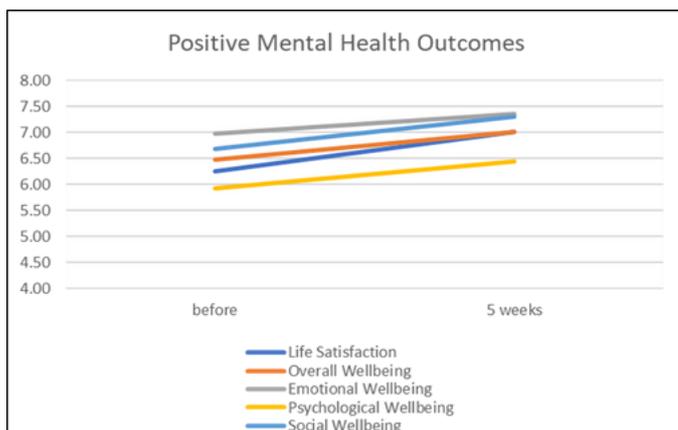


Be Well Plan Evidence

Be Well Plan was developed by world leading wellbeing and mental health researchers from SAHMRI and Flinders University’s Orama Institute for Mental Health and Wellbeing. Drawing on the best available evidence from around the world, SAHMRI conducted a meta-analysis (a ‘study of studies’) including over 400 studies of psychological programs, to understand the most effective ways to improve mental wellbeing. This resulted in the activities presented in the Be Well Plan, which are available to participants in an easy to apply format.

Be Well Plan was also informed by SAHMRI’s experience over 6 years in delivering wellbeing and resilience programs to over 5,000 people from a wide range of backgrounds and experiences. Be Well Plan has been proven to be effective in three separate studies, including a gold-standard ‘Randomised Control Trial’ with academic publications forthcoming. A snapshot of the results is provided below.*

‘The results are clear – Be Well Plan is proven to improve mental health outcomes including increasing wellbeing and resilience and reducing distress. 76%-92% of participants report meaningful improvement in mental health and wellbeing outcomes’ SAHMRI Evaluation of Be Well Plan



Three scientific studies show that our solutions:

- Improve wellbeing and resilience
- Reduce anxiety, depression and stress

Those with the lowest mental health scores respond best to our solutions

*Please note evaluation of Be Well Programs to date has been of the Be Well Plan. Be Well Foundations and Be Well Masterclasses are to be evaluated by SAHMRI, Flinders University and Be Well Co researchers, with data on their effectiveness due to be available in 2023.



Be Well Foundations

The Be Well Foundations introduces you to some of the key principles of the Be Well Plan and to the Be Well Technology (think of it like a watered-down version of the full 5-week program). Participants will walk away with foundational knowledge of mental health and access to tools and activities that can improve their mental wellbeing.

Be Well Foundations workshop is delivered as one 5-hour workshop.

Topics covered include

What is complete mental health?

Building strategies for challenges

Using your wellbeing resources

Support network for wellbeing

Building wellbeing habits

Setting up your Be Well Plan App

Be Well Plan App and Be Well Masterclasses:

Embedding Sustainable behaviour Change

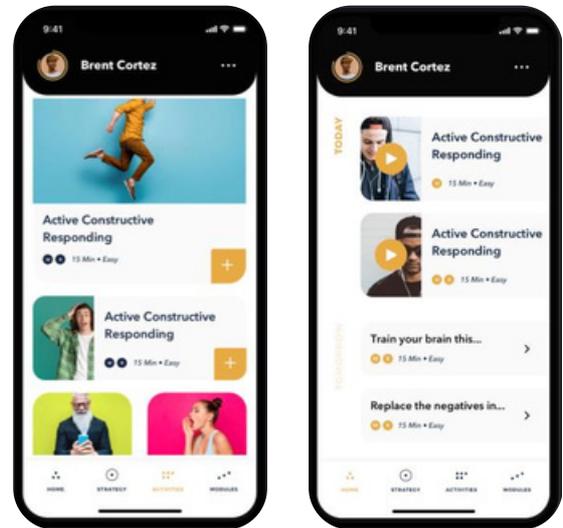
Implementation of embed strategies is crucial to ensuring that the skills learnt are applied regularly by your people and integrated into the organisation to achieve real behavioural change. The embed solutions consist of the following facilitated and self-guided offerings.

Be Well Plan App

The Be Well Plan App is provided as part of participating in the Be Well Programs to stimulate ongoing engagement in activities presented. The App is continuously updated to reflect the latest research by SAHMRI's team of experts.

Be Well Masterclasses

To facilitate integration of the Be Well Co solutions across the workplace and stimulate ongoing engagement and change, Be Well Certified Trainers are equipped with a set of continuously developing masterclasses. The masterclasses aim to drive engagement back to the App and with the Be Well Programs content over time and can be facilitated on-line or in-person.



Masterclasses can be delivered with flexibility to best meet the needs and context of your workforce.

Masterclass topics can be found on the next page...



Be Well Masterclasses

Based on the Be Well Plan, Be Well Masterclasses are a series of 1-hour sessions that provide you with the opportunity to learn and apply key concepts in building mental health and wellbeing. Be Well Masterclasses help facilitate your continued learning and sustained improvements.

Wellbeing for People Leaders

Managing the wellbeing of your team is an essential part of leadership. This Masterclass for people leaders focuses on mental wellbeing in a workplace setting, and the psychosocial factors that can impact employee wellbeing. People Leaders will explore what is within their control to build wellbeing and try out practical activities to implement in their teams.

Managing Stress

The Masterclass on Managing Stress provides some insights into the science behind the stress response. You will have an opportunity to explore your drivers of and reactions to stress, and to consider how you can improve your stress response.

Character Strengths

This Masterclass takes a deeper look at character strengths: the positive traits linked to your values that manifest in your behaviour and actions. You will walk away with a better understanding of your signature strengths, learn how to spot strengths in others and how to use your strengths at an optimal level to boost your positive emotions, engagement and improve relationships.

Defensiveness & Your Emotions

In this Masterclass we delve into the concept of Defensiveness and how this often unhelpful (but very common and human) response relates to our emotions and behaviours. You have the opportunity to try practical techniques that you can use to become better at recognising and responding to the emotional and behavioural consequences of defensiveness.



Meaning & Purpose

In this Masterclass you will learn about how a sense of meaning drives your wellbeing. You will have an opportunity to explore activities that will help you to better understand what brings a sense of meaning to your life and to help you live more purposefully.

Mindfulness

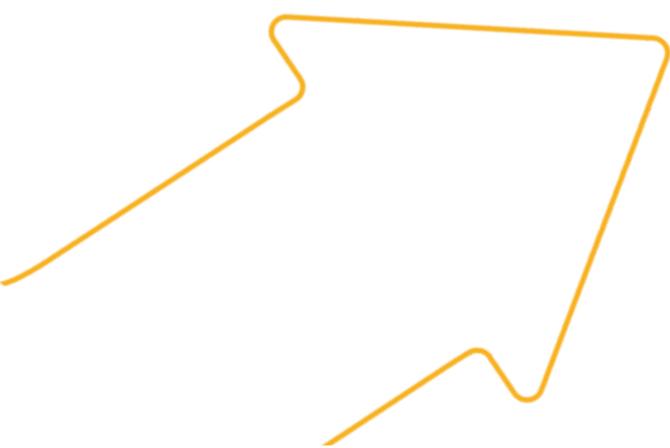
This Masterclass aims to equip you with the knowledge and skills to apply two core components of mindfulness: present focussed awareness and non-judgement. Whilst regular mindfulness practice is highly useful, using mindfulness to navigate tough times can also be helpful. This Masterclass guides you through a mindfulness strategy called RAIN, helping you to better recognise, accept, investigate and nurture yourself during difficult moments.

Psychological Flexibility

This Masterclass will help you to learn to deal with challenges in novel and creative ways. You will explore a practical way to create more psychological flexibility by focusing on identifying the core values you want to live by, and committing to goals that are in line with those values. You will practice planning for obstacles and dealing with the emotional consequences of those obstacles to your goals.

Self-compassion

In this Masterclass we take a deep dive into the topic of Self-compassion. You will learn about the science behind self-compassion and explore how it is a more useful approach to dealing with mistakes than self-criticism. You will also have the opportunity to experiment with various activities that you can use to build your own self-compassion.



Our solutions have been implemented across a wide variety of organisations:



“I really got a lot out of this training. Learning to focus on the positives in my life rather than the negatives [and] self compassion as well. I have actually gone through a lot personally while doing this 5 week course. It has really helped me get through it all with a positive outlook on my future.”

- Be Well Plan Participant, Westpac



“Over 1000 employees at Datacom Connect in Australia and NZ have participated in the Program in 2021, positively influencing their own wellbeing and resilience. This has had a direct impact on the delivery of an improved Customer Experience for our clients.”

- Duane Peters, Datacom



“Be Well Co stood out in the market...they have the perfect combination of the science with the practical tools that can be used everyday....I tell my people this is about You, not just in the workplace. It's about learning the skills to get ready for life and the challenges that come up for us all.”

- David Reynolds, Chief Executive, Department of Treasury and Finance

“I am not typically someone who has engaged with a lot of mental health offerings in the past. A key take away for me was learning that there is a difference between mental illness and mental health.

This helped to open my eyes and gave me more perspective that everyone can benefit from building their mental health and showed how we can better support those experiencing illness.”

- Donato Rubino, Statewide Super





Thank You