



## Tailored Education and Training Workshops Resilience Training

Our PeopleSense psychologists provide tailored education and training sessions to raise awareness of mental health issues. We offer employees comprehensive and pragmatic strategies to help build a resilient workforce with the skills to manage their own mental health and support others.

**Our Resilience Training aims to strengthen employee's capacity to cope with stress and adversity, or their ability to "bounce back" to a previous state of normal functioning.**

Resilience is the process of adapting well in the face of adversity, failure, tragedy, threats or significant sources of stress – such as family or relationship problems, serious health problems or workplace and financial stressors. It is not only about dealing with adversity and hardships but continuing to grow and develop through difficulties.

### Tailored Training Programs

Our education and training workshops are tailored to suit the needs of an organisation and run from brief toolbox sessions through to one or two day training events. Our clinical and organisationally-trained psychologists are experienced educational facilitators and work with your organisation to tailor a program to suit your needs and workplace culture.

### Managing Stress and Building Resilience

Learning how to build resilience can be effective in combating stress. We address stress, discuss key stressors and explore identifying stress in yourself and others. Learning how to effectively manage stress and implement coping strategies contributes to building resilience.

#### Our Resilience Training workshops cover:

- The concept of resilience and why is it so **important** in the workplace.
- Resiliency myths and an exploration of **circles of control and influence**, things we can control and change.
- The development of more **optimistic styles of thinking**.
- How **enhancing relationships** helps build resiliency.
- The role **gratitude** plays in resiliency.
- The role of stress and how, although it is generally referred to in a negative way, it can be **turned into a positive**.

## Other PeopleSense Services

In addition to offering education programs on psychological issues, PeopleSense services include: Critical Incident Response; Adjustment and Support Counselling; Fitness for Work Assessments; Factual Investigations and Mediation. We support employees, and eligible family members, through the Employee Assistance Program and we also deliver the Manager Assistance Program as part of the EAP.

## Employee Assistance Program

Through the provision of an EAP organisations are able to offer their employees, and eligible family members, access to free, confidential and professional psychological support. Our team of qualified registered and clinical psychologists provide vital 24/7 support to improve the mental health, resilience and wellbeing of individuals within an organisation.

The EAP provides support for such work or personal issues as:

- Relationships issues including family problems or conflict at home or work
- Anxiety, worry, depression and low mood
- Trauma, grief, stress and anger
- Sleep difficulties
- Drug and/or alcohol problems
- Decision making and career transition

Altius Group has a solid understanding of how to engage with employees to build healthy teams of people and a productive, successful organisation. Industry based evidence and insight, conversations with our clients and our connections within the industry, enable us to stay ahead of emerging needs to deliver holistic support services to organisations across the **lifecycle of their people's employment.**

## Support for Managers

As part of the EAP, our team of highly skilled clinical and organisationally-trained psychologists also deliver the **Manager Assistance Program (MAP)**. We offer workplace managers and supervisors professional support to help them manage such issues as:

- Concerns about an employee's fitness for work
- Performance management
- Organisational change
- Managing difficult behaviours
- Retrenchment/redundancy/career transition
- Workload and work life balance
- Enhancing resilience

### Select

Assisting organisations to **select** the right people for work roles

### Protect

Helping workplaces **protect** their most valuable asset, their people

### Engage

**Engaging** with people at risk due to illness, injury, trauma or exposure to hazards

### Restore

**Restoring** and rehabilitating people who have sustained injuries or illness

Get in touch with us:

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**PeopleSense**  
by Altius