



**Building the wellbeing
and mental health of your people**



Be Well Co Organisational Offerings

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 to 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 Plan 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 and Evaluation:** Measurement for data driven decision making
- 2. Be Well Training 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;**
- **Wellbeing** (subjective, social, psychological);
- **General Physical Health** (including personal experiences of physical activity, nutrition and sleep);
- **Psychological Distress** (mood, anxiety and stress);
- **Work Wellbeing** elements such as work satisfaction, work engagement and work relationships; and
- **Demographic** data to enable targeted analysis and action.

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

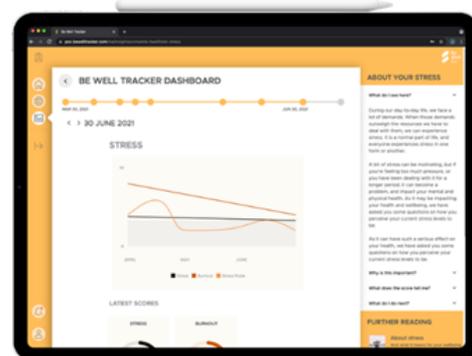
Aggregate Organisational Reporting

Be Well Co is able to provide aggregate reporting to inform the 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,

Evaluation

Our team are experienced in tailored evaluation services to meet your needs. We are able to work with you at the commencement phase of the project to design the evaluation framework including quantitative methods (e.g. measurement and KPI data) and qualitative methods (e.g. focus groups) to support decisions and evaluate impact.



Be Well Training to Build Skills Capacity

Be Well Programs refers to 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 our 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, but behaviour change relies on consistent effort, much the same as physical activity 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 big focus on creating wellbeing habits and using our technology tools.
- **Tailoring to our unique situation:** Different people have different needs over time. Tailoring to those needs 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.

Building a wellbeing foundation

Using your wellbeing profile

Exploring your resources and challenges

Managing stress and building resilience

Living your Be Well Plan

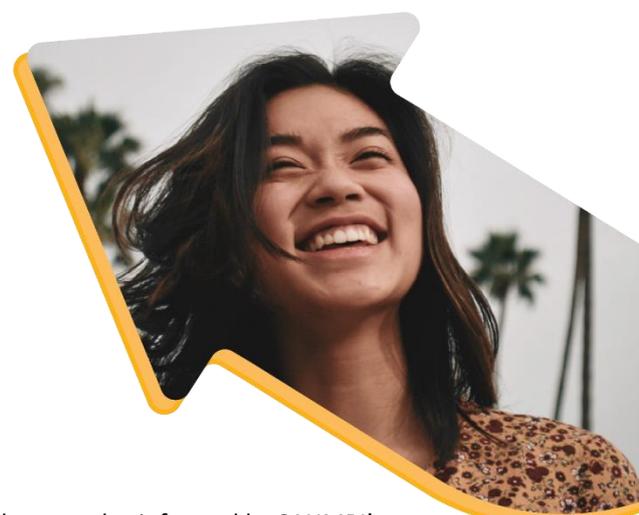
Be Well Plan is a 10-hour program delivered over 5 weeks (2 hours each week) which provides participants with the tools to develop a personalised mental health and wellbeing strategy tailored to their psychological health profile and current life circumstances.

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.

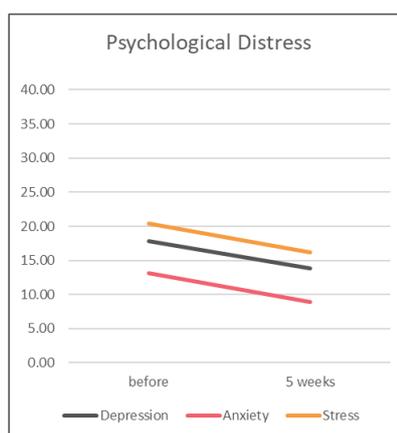


Be Well Evidence

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 the last 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'



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 researches, with data on their effectiveness due to be available in 2022.

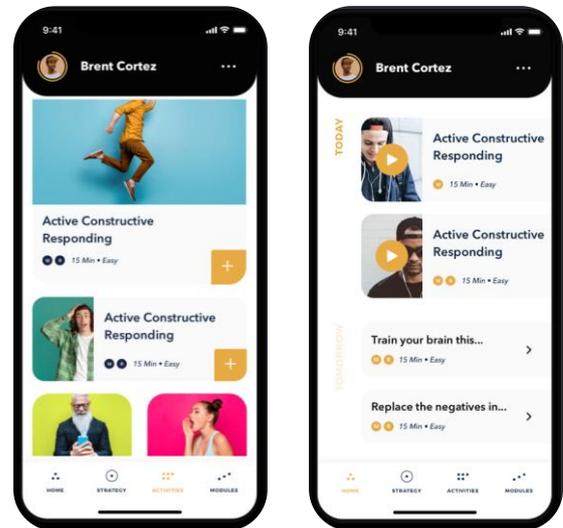
Be Well Plan App and Be Well Masterclasses: Embedding Sustainable Behaviour Change

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 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 flexibly to best meet the needs and context of your workforce. Topics include:

- Meaning and Purpose
- Psychological Flexibility
- Self-compassion
- Mindfulness
- Defensiveness and Your Emotions
- Character Strengths
- Stress Management
- Wellbeing for People Leaders





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Thank You