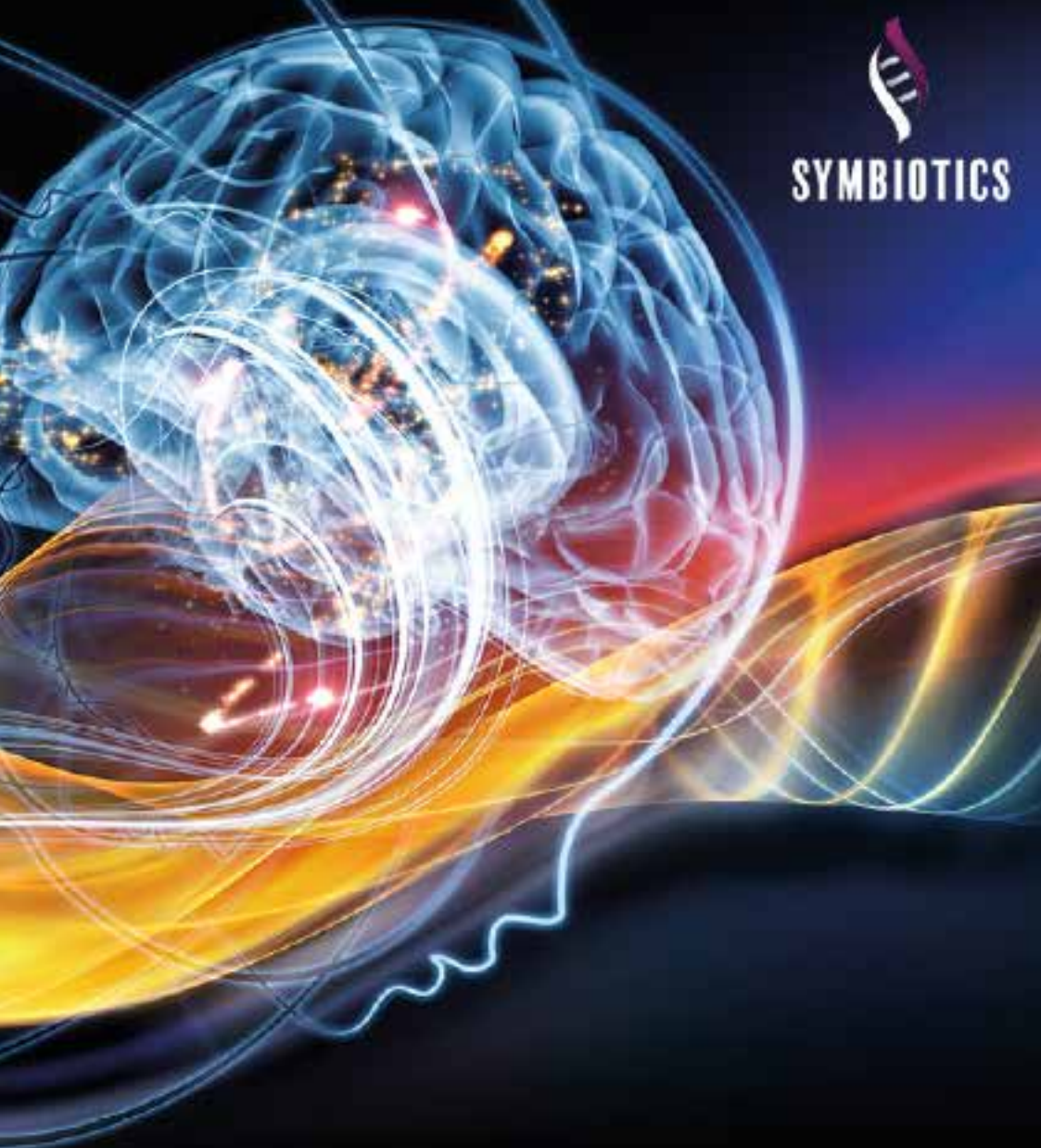




SYMBIOTICS



Mental Wellbeing
at Work



SYMBIOTICS

Mental Wellbeing at work

All Job Roles Are Stressful

The UK Governments 'Thriving at Work' (2017) report indicates that around 15% of people at work have symptoms of an existing mental health condition.

Everyone has Mental Health

We just move on the continuum between thriving and being ill.

The Annual Cost of Wellbeing

The annual cost to UK employers is estimated at between £33bn and £42bn. **Presenteeism** is over half the cost of this. That is, employees at work who are less productive due to poor mental health.

Investment

Investment in improving mental health show a consistently positive ROI.

How Symbiotics can help

Our team of psychologists use MindQ as part of our toolkit to support your mental wellbeing.

Individual Reports

MindQ is an online test that takes around 15 minutes to complete.

Individual reports are prepared for each respondent.

Management Reports

Our reports provide an oversight of your population's mental wellbeing.

Where indicated, individuals receive counselling feedback.





Clinically-validated mental health risk assessment suite for the wellness market

Current Wellness Screenings



Mental health disorders can represent a **large portion of medical spending**, as well as **negatively impact productivity and morale**



Currently, most Health Risk Assessments (HRAs) have a **superficial, unsophisticated screener for mental illness**, which only identifies a portion of those at-risk



While interventions for mental health disorders can be extremely effective, **many individuals are not being treated because they are not identified as at-risk**

Left untreated, mental health disorders can worsen and **become much more expensive to address**



How can MindQ help?



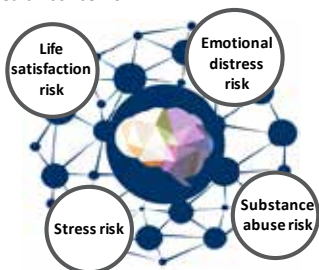
By deploying MindQ along with or independently from a general HRA, the **entire population** at risk of mental illness can be **identified and diverted to treatment**

MindQ Screening Components

Focus

1

MindQ assesses participants' risk of developing each of the following mental health concerns:



2

Methodology

- Provides streamlined items to ensure **administration time is brief**
- **Scientifically validated**
- Identifies participants where further focus on mental health is warranted (e.g. potential depression risk)
- **Expands** the set of mental health issues that can be flagged
- MindQ screener **feeds into coaching** and other wellness programs



Pilot Mental Health

Are you ready?

- Recent events and changes to safety regulations have led to a need to be aware of pilots' mental health.
- Recommendations to conduct a psychological assessment (personality profile) at the point of recruitment do not meet the actual need of knowing how stable a pilot is at a particular point in time.
- Mental health is a state that fluctuates from day to day. Personality is stable over time, so will not provide an accurate insight to the individual's current risk.
- We recommend assessing using a purpose-designed mental wellbeing risk assessment, three times a year, to provide an ongoing audit.
- MindQ is easily accessible, quick to complete and cost-effective.

For more information contact

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