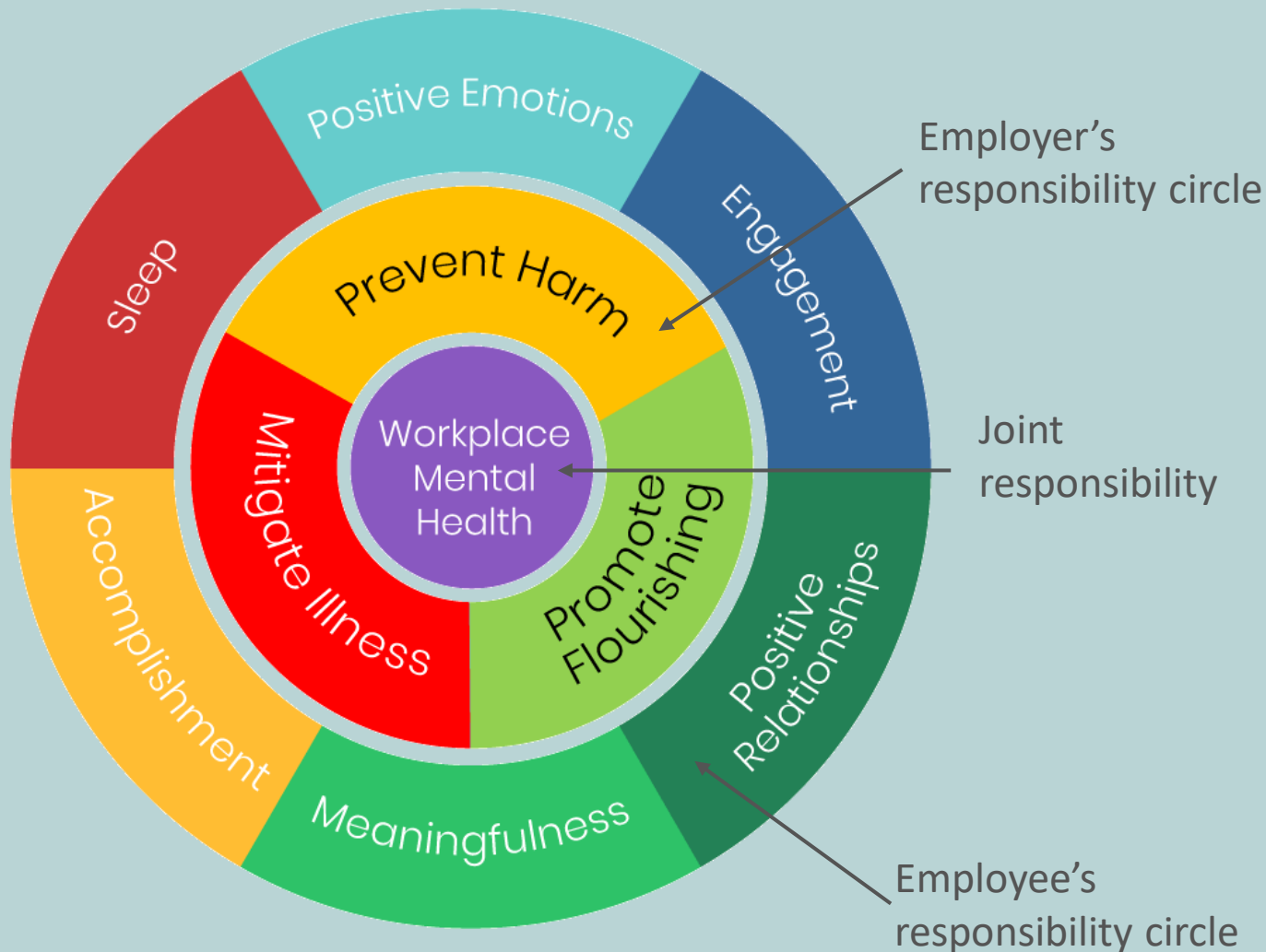# About FlourishDx

A workplace psychological health, safety and wellbeing management software platform that assists employers and employees work together towards positive mental health outcomes.

It is available online and via the mobile app (iOS and Android).

Model of Workplace Mental Health

- Workplace mental health is a shared responsibility between employer and employee.

- FlourishDx incorporates the integrated model of workplace mental health in order to **prevent harm and promote wellbeing**

- **F**eatures are available for the organisation, line managers and employees.

Model of Workplace Mental Health
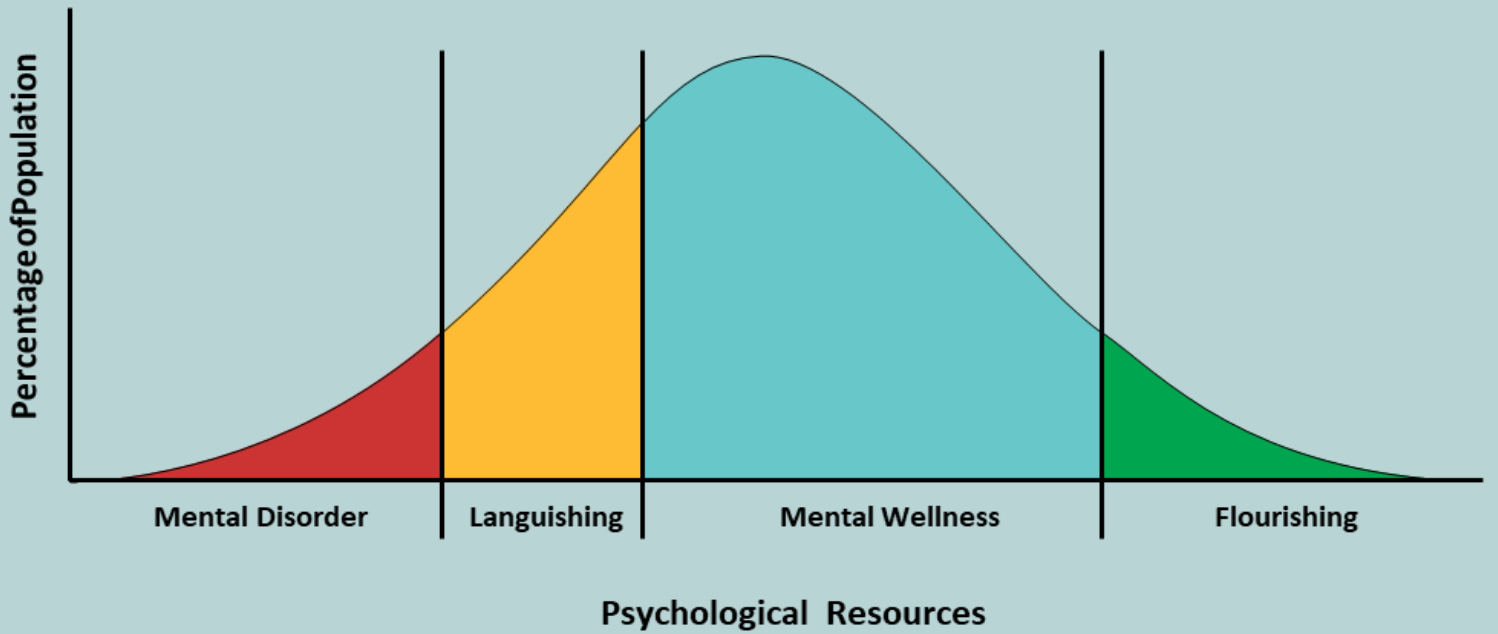
The focus of the integrated health model is **on keeping people healthy.**

This contrasts with the traditional psychology approach which focuses on the **treatment of mental illness**.

Employers: Key Features

SURVEYS & DATA ANALYTICS

Help fulfil duty of care to comply with workplace H&S legislation.
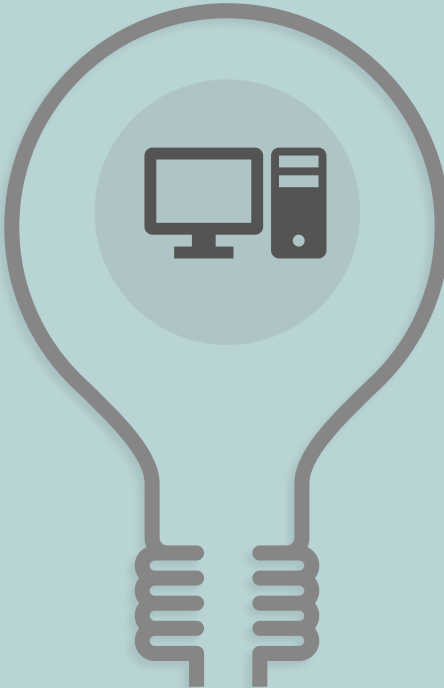
RISK MANAGEMENT TOOLS

Comply with workplace health & safety obligations.
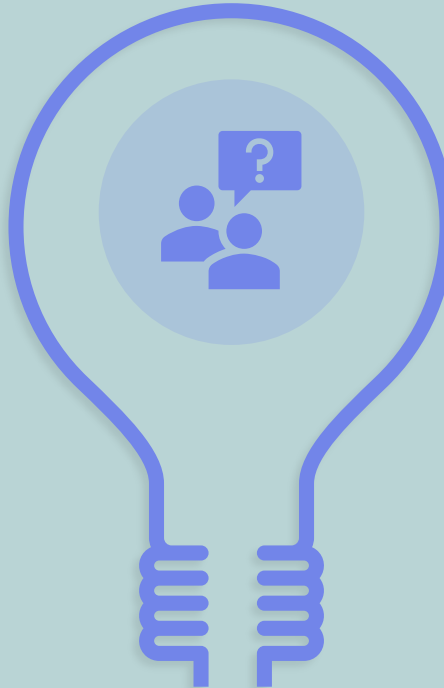
LINE MANAGER FEATURES

Line managers can access data about their own team to focus on managing health priorities.

E-LEARNING

Offer and monitor completion of e-learning using the built in Learning Management System (LMS).
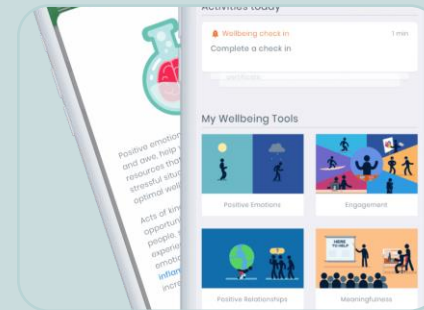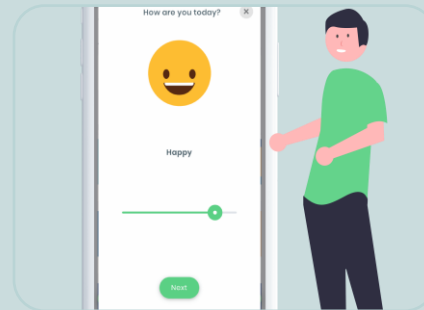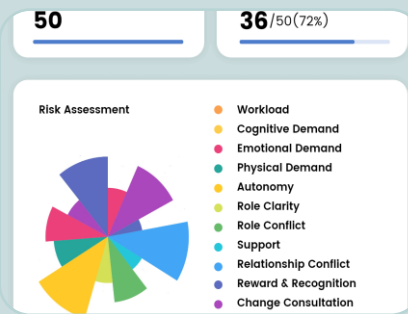
CONSULTANCY & SUPPORT

Tailored to your requirements with as much, or as little support as you need.

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Employers: Surveys and Data Analytics

Help fulfil duty of care to comply with workplace health and safety legislation by identifying and mitigating psychosocial risks with employee surveys.

Work Design Survey	**Work Factors Risk Assessment**	**Wellbeing Check In.**	**Flourish Survey**	**VIA Character Strengths Survey**
Consult with employees on workplace factors that influence wellbeing, e.g., workload, support, role clarity.	Consider severity, frequency and duration of identified risks for individuals and teams.	For frequent data capture and hazard identification, employers can ask users to complete the 30-60 second survey.	To identify the degree to which employees have developed the PERMA+ pillars of good mental health.	Character strengths are the 'backbone' of positive psychology science. Users can identify and use 'signature strengths'.

Note: all data is reported at the aggregate level (minimum of 8 responses required) to protect respondent anonymity.

Employers: Risk Management Tools

- FlourishDx's tools are also designed to help employers adopt the June 2021 ISO 45003 standard for psychological health and safety in the workplace.

- Includes hazard identification and suggestions to address risks.

- Automatic triaging and crisis support signposting to your Employee Assistance Programme (EAP) and other support

- 'Compare surveys' feature to easily monitor change in psychosocial hazards and outcome variables e.g., job satisfaction, illness absence.
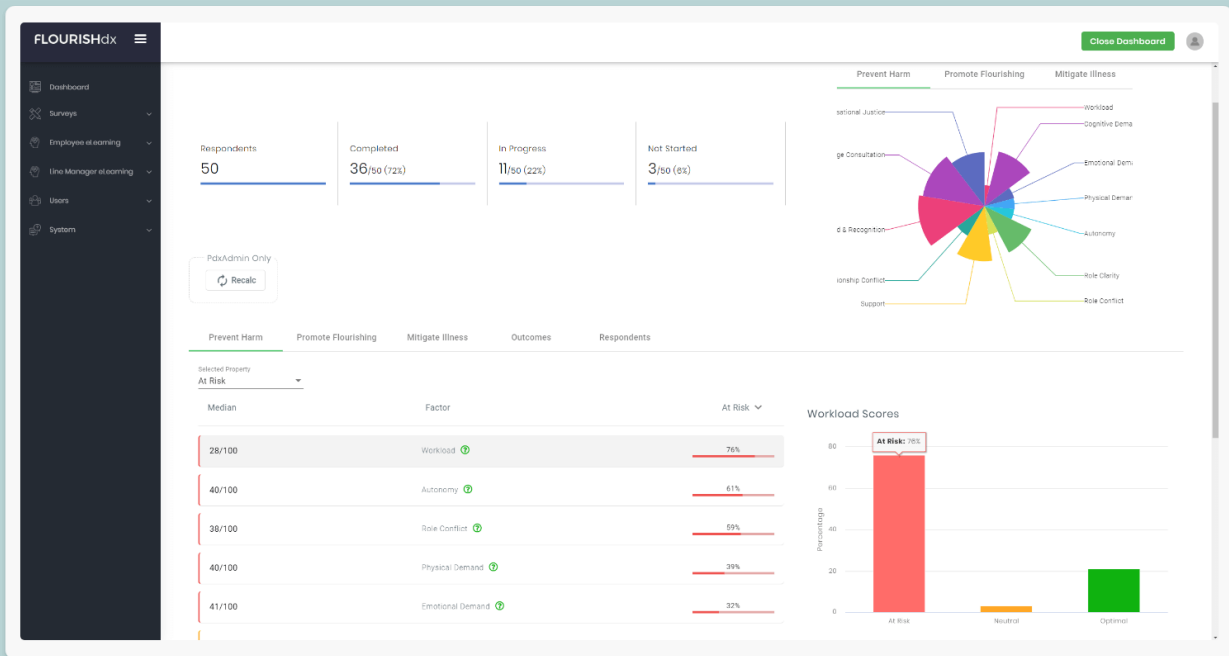
Employers: Line Manager Features

Tips for improving Workload

- Ensure employees have adequate time to complete their tasks
- Seek input from employees when determining the timing and pace of their work
- Consult with employees when determining performance targets
- Set targets that are realistic and achievable
- Take into account existing workloads when setting targets
- Regularly review workloads to ensure employees have sufficient resources (in terms of time, administrative support or equipment) to cope
- Unless necessary, avoid asking employees to regularly stay after hours without prior consultation
- Monitor workloads during periods of peak demand (e.g. Christmas, seasonal peaks) and provide additional support where required
- Assist employees in the development of personal work plans to help them prioritise their tasks
- Negotiate reasonable deadlines for completing tasks
- Provide as much warning as feasible regarding deadlines
- Encourage employees to speak up at an early stage if they feel their task demands are excessive
- Encourage employees to seek guidance from management about priorities if there are insufficient resources to effectively complete assigned tasks

- E-learning supports leaders to improve psychological health and safety and support return to work.

- Line managers can be assigned permissions to access FlourishDx's aggregated survey analytics and risk management tools for their own team (minimum of 8 team members).

- Manager Discussion Guides provide prompts to follow up on e-learning. These can be used in leader-led group discussions to develop understanding. Actions can be identified for tackling team/role specific psychological risks.

Employers: e-Learning
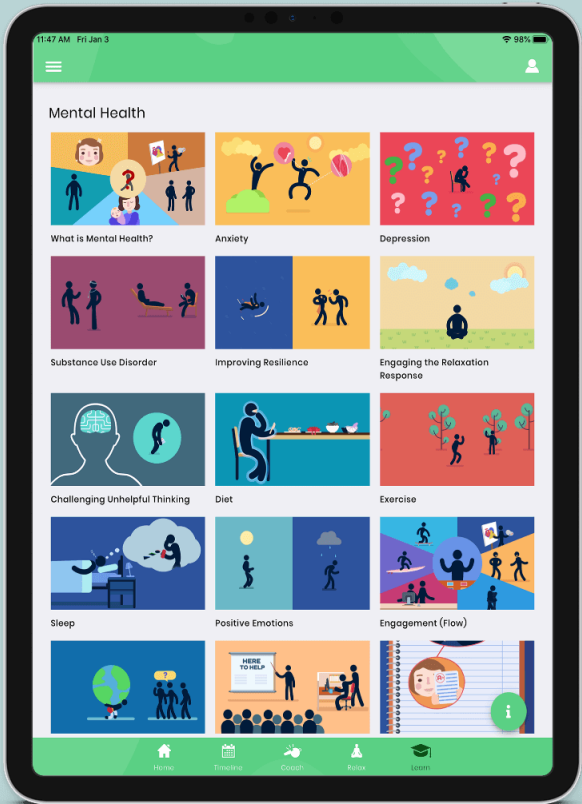
- Mental health and sleep health/fatigue risk management eLearning education programs can be pushed via email to employees.

- Progress/completion is monitored using the built in Learning Management System (LMS).
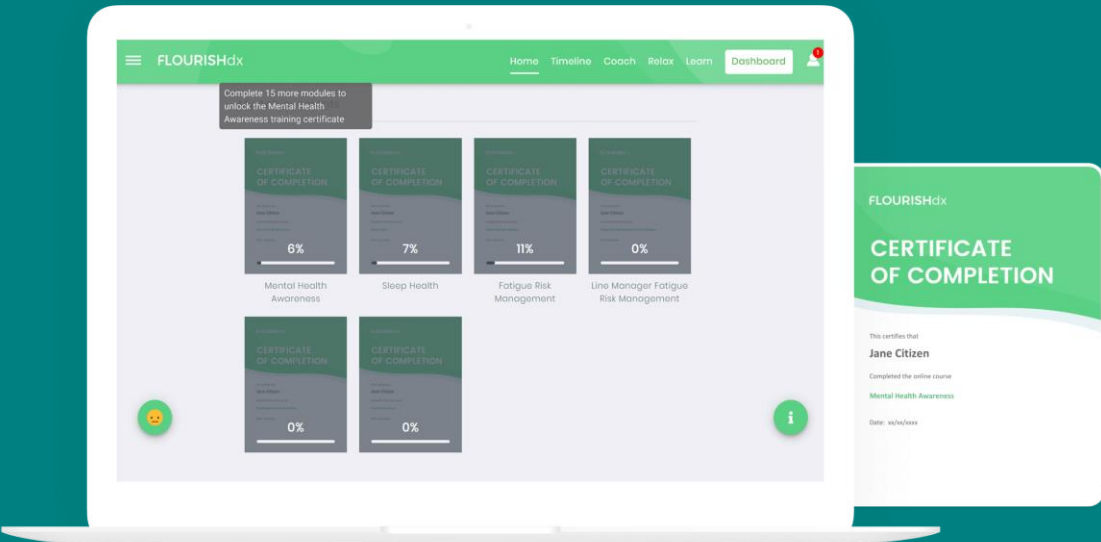
Employers: Consultancy and Support

Our team of experienced business psychologists and consultants deliver a range of services that will help you to achieve your organisation's psychological health and safety goals.

Consultancy can include supporting you to develop your business case, tailoring FlourishDx to meet your organisation's needs, analysing/interpreting results of the work design survey, running focus groups to explore key risks with employees, creating an employee wellbeing plan, and engaging representatives/champions of mental health.

Bespoke & Digital Training Programmes development, delivery and evaluation of blended learning approaches to develop manager and employee knowledge, skills and behaviours related to mental health at work. If required, we can integrate UK nationally recognised qualifications into learning and development programmes so that participants also gain a qualification (e.g., ILM qualifications in Leadership and Management).

1:1 and Team Coaching with employees and line managers.

Psychometric testing and feedback can support development programmes with relevant validated psychometric tests to provide a deeper understanding of individuals and teams. (e.g., psychological safety).

Employees: Key Features

A **MENTAL HEALTH EDUCATION**
Improve understanding of mental health using e-learning covering the tools to build resilience and optimise wellbeing. The content also increases employee awareness of common illnesses and pathways for support.

B **SLEEP HEALTH EDUCATION**
Improve sleep. FlourishDx contains an entire program on sleep health to improve employee knowledge of sleep importance and gain tips to optimise sleep quality.

C **WELLBEING CHECK-INS**
Take the Flourish survey to identify the development of five positive mental health pillars. Compete the linked to evidence-based exercises to stay well and optimise wellbeing.

D **STRESS REDUCTION**
Turn off the stress response Access guided audio meditations to help reduce stress, improve sleep and increase wellbeing.

E **WELLBEING COACHING**
FlourishDx's 'coach bot' provides the nudges employees need to keep self-care front of mind in a fun and friendly way.

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FlourishDx Implementation

Guidance

A comprehensive guide to psychological health, safety and wellbeing and how FlourishDx can be best implemented to achieve positive results for employee mental health is provided.

Accessibility

FlourishDx is accessible on any modern internet browser across devices. It also is available as a mobile/tablet app on iOS and Android devices via the Apple and Google Play stores. Single Sign On is available via Microsoft AD or Google SSO.

Data privacy and platform security

FlourishDx's cloud based platform is hosted on Microsoft Azure and is deployed globally. The Information Security Management System (ISMS) is certified compliant with ISO 27001. This global standard for data security allows us to conform to the strictest of legal requirements internationally including GDPR.

Integrations

FlourishDx may be able to be integrated with various other software platforms include LMS/HRIS and SSO. There will be additional costs levied for this work that will depend on client need and complexity of the integration.

Find out more

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