

## WORKPLACE WELLBEING ASSESSMENT

*An evidence based approach to identifying positive and negative factors shaping team function and wellbeing*

**Contemporary research recognises that workplaces that actively promote employee wellbeing are more productive, safe and effective. By intervening early and undertaking a workplace wellbeing assessment, breakdowns in team functioning can be identified and addressed, maximising the potential for team and organisational success.**

A workplace wellbeing assessment aims to overcome team dysfunction or to act as a proactive measure, enhancing the work of a team or organisation. The assessment is future focussed and solution oriented.

A workplace wellbeing assessment identifies negative risks, opportunities to drive positive change and the impact on wellbeing across four key dimensions: individual, team, managerial and systemic. Psychosocial risks (factors that may affect workers' psychological responses to their work and workplace practices and behaviours) are an integral part of the assessment.

The assessment takes the guesswork out of identifying what's affecting team function and wellbeing. A workplace wellbeing assessment increases understanding of the impediments to, and promoters of, team efficiency, effectiveness and cohesion. A written report of common themes and key findings provides the employer with practical recommendations to make positive improvements in specific areas.

### SUITABLE FOR

- Teams or whole organisations

### KEY INFORMATION

- May be gathered by way of individual interviews or a secure and anonymous online survey

### FOCUS GROUPS

- An option to engage staff in discussing specific risks or potential solutions for change

**FOR EVERY DOLLAR** an organisation spends on creating a mentally healthy workplace, an average benefit of \$2.30 can be achieved

### KEY BENEFITS

- Identification of risks and opportunities for shaping the work environment, practices and behaviours
- A written report with recommendations to drive specific strategies and tactics for team and organisational improvement
- Participation of employees in contributing to the assessment and proposed solutions for change, which may include a feedback session for staff
- Earning a return on investment in both time and money through dealing with issues impacting team function and wellbeing
- Optimise workplace health and safety through an assessment aligned with the globally accepted standard for risk management ISO 31000:2009
- Increased opportunities for employee engagement, productivity and organisational success

MORE  
INFORMATION

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