

GUIDE

# Psychosocial safety at work

Navigating compliance with Personify Health





# Psychosocial hazards & managing the risks

Navigate compliance, risk management and proactive Mental Health Support with Personify Health

Good mental health at work starts with a proactive culture of Psychosocial safety. But what does this mean in practice?

## Identify

Ask workers, inspect your workplace and take note of any potential hazards.

## Implement

Put measures in place to manage, prevent, and eliminate risks.

## Review

Conduct an analysis on how effectiveness of your risk management implementations.





# How can Personify Health help you to create a safe workplace?

More than 50 features that promote awareness and encourage proactive, healthy behaviours in relation to psychosocial risks

Health Risk Assessment  
Hyper-personalised content  
Announcements  
Rewards and recognition  
Coaching  
Media  
Benefits and partner one-stop shop  
Shoutouts  
Challenges  
Social groups and connections  
Reporting

Identify

Implement

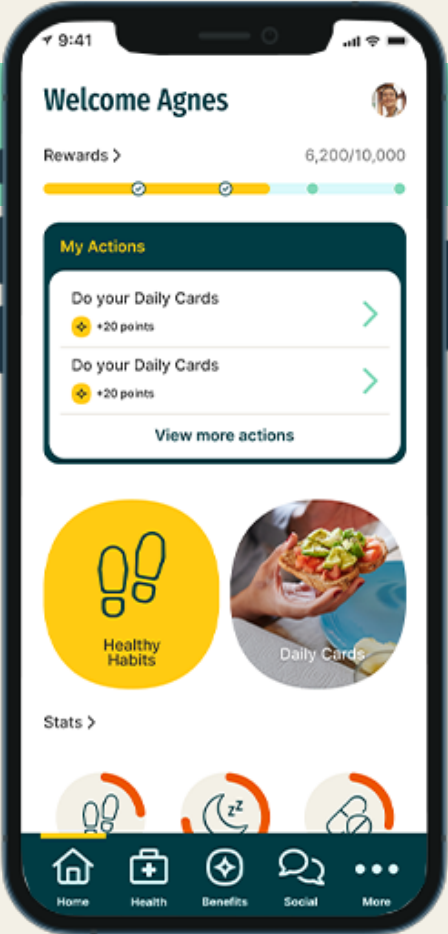
Review



# Managing psychosocial hazards and risks

The below table demonstrates other ways Personify Health can help manage the risk.

Obligation	Common psychosocial hazards	Personify Health measures
Identify	Work-related stress	<ul style="list-style-type: none"> <li>• <b>Health Risk Assessment</b></li> <li>• Surveys</li> <li>• <b>Integrate EAP information</b> to offer personalised announcement cards</li> </ul>
Identify/ Implement	Inadequate rewards & recognitions	<ul style="list-style-type: none"> <li>• Offer <b>rewards and points</b> when employees complete a healthfocused activity</li> <li>• <b>Shoutouts</b> encourage instant feedback from peers and managers</li> </ul>
Identify	Remote or Isolated work	<ul style="list-style-type: none"> <li>• <b>Peer-to-peer challenges</b> to help colleagues connect to a</li> <li>• Social Groups encourage employees to discuss interests, spark fun conversation and deepen relationships</li> </ul>



# Managing psychosocial hazards and risks

The below table demonstrates other ways Personify Health can help manage the risk.

Obligation	Common psychosocial hazards	Personify Health measures
Identify	Poor workplace relationships	<ul style="list-style-type: none"> <li>• <b>Challenges</b> involve all levels of employees and help deepen connections personalised announcement cards</li> </ul>
Identify	Trend reporting	<ul style="list-style-type: none"> <li>• <b>Health check</b> reporting provides a baseline health assessment</li> <li>• Live reporting to notice trends and which topics employees engage with</li> </ul>
Identify	New policies & procedures	<ul style="list-style-type: none"> <li>• <b>Programme pages</b> allow you to host all employee benefits and policies in one centralised place</li> <li>• <b>Announcement cards</b> highlight training and important company information</li> </ul>





# Proactive psychosocial wellbeing journeys

Dive into the platform's dynamic features

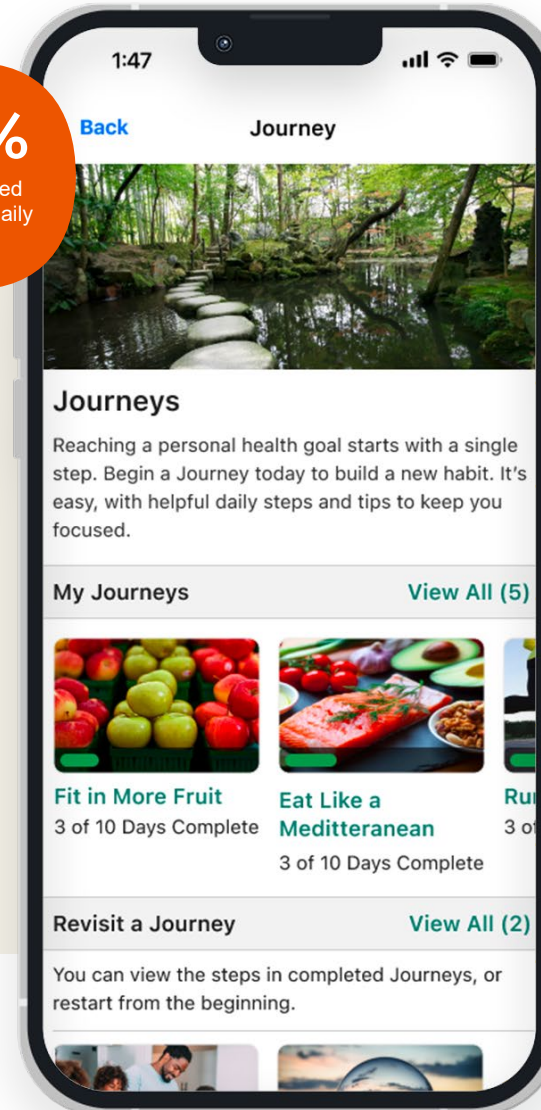
Digital coaching journeys provide self-paced courses to encourage your members to proactively improve their psychosocial safety and mitigate their health risks.

- ✓ 2-4 week guided digital coaching journeys
- ✓ Actions are rewardable
- ✓ Available on web & mobile
- ✓ NCQA-certification ensuring clinical accuracy and readability of content
- ✓ Globally relevant and translated into 23 languages

18 Journeys

73%

Developed positive daily habits



Having Difficult Conversations at Work



Find Your Focus



Finding Joy and Purpose at Work



The Healing Power of Nature



Make Time for Play



Desk Ergonomics for Pain-Free Workdays



Recognize and Overcome Burnout



Coping Under Pressure



Your Guide to Intentional Screen Time

# Inspiring members through media

Dive into the platform's dynamic features

Members can explore a wealth of psychosocial safety videos and webinars in the Media Library, so that each individual, regardless of their current health and wellbeing needs, finds valuable content to support their personal journey.

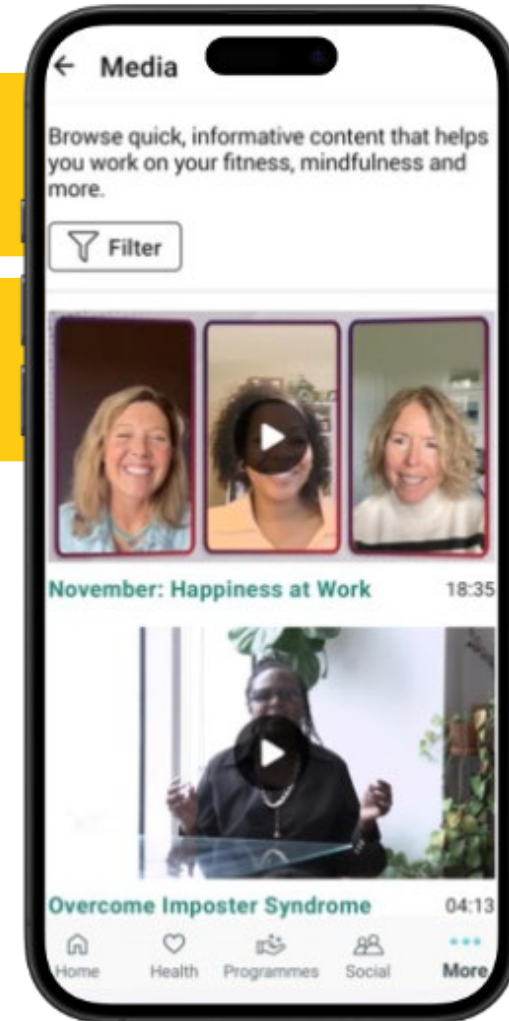
- ✓ Available on web & mobile
- ✓ Rewardable viewing
- ✓ Available in 16 languages
- ✓ Globally relevant
- ✓ Diverse content
- ✓ Media Library can be segmented by audiences

**68%**

Maintain Healthy or Increased Activity



**30+ Videos**



Overcome Impostor Syndrome



Psychological Safety  
Create the Culture



Three on Career Development



Healthy Work Rituals



Calming Breath:  
The Key to Better Sleep



5-Minute Guided  
Visualization Meditation




Practice Grounding  
Yourself in 3 minutes




# Harness the power of knowledge for better psychosocial health

Enhance psychosocial safety within your workplace Personify Health surveys




### Insight led

Flexible survey solutions delivering fast, easy and actionable employee input.




### Educational

Ask question and provide answers in fun, entertaining, interactions.



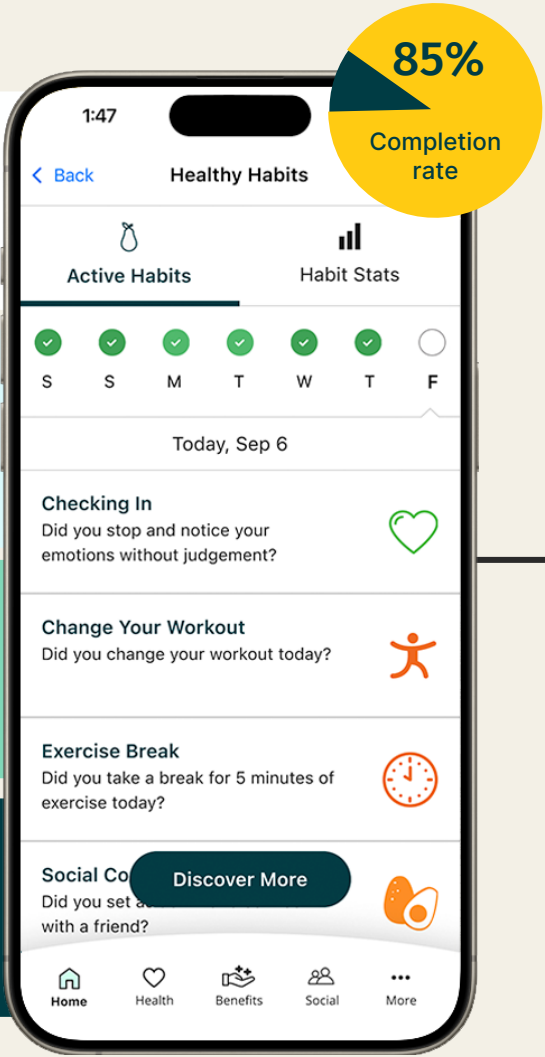
### Simple

Quick to deploy for clients, easy for members to use.  
Reach employees where they are via Personify Health's daily use platform.



### Supportive

A complement to your existing H&WB and Engagement strategies.



## Surveys

- Health Check
- Culture check
- Custom surveys
- Mental wellbeing survey



# What makes Personify Health *unique?*

## Global



23 languages translated by humans

## Experienced



21 years of experience and innovation

## Invested



\$80m per year invested into R&D

## Holistic



56+ health and wellbeing topics

## Engaging



Members engage 19 out of 30 days

## Personalised



Unique experiences powered by A.I. & segmentation

## Digital Front Door



Centralised, accessible and engaging

# Your digital front door to deliver outcomes that matter to your business

Mental Health



Culture



Physical Activity



Social Connections



Stress & Resilience



Learning New Things



Productivity



Sleep



Diversity, Equity, Inclusion



40%

Less churn for Personify Health members vs non-members

42%

Average engagement on the platform

38%

of Personify Health members are more productive since using the platform

24%

Fewer sick days since joining for Personify Health members



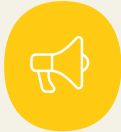
# Our technology is designed to engage for meaningful behaviour change

Making the healthy choice the easy choice with data and behaviour science

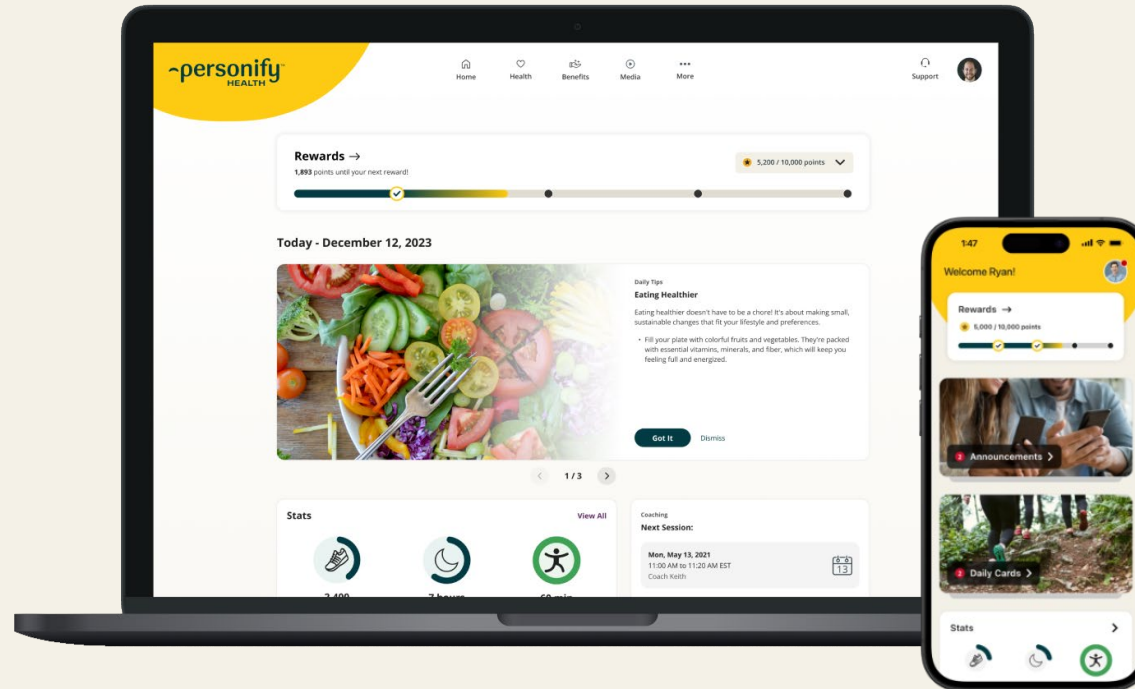
Focus on the right behavior



Prompt it



Make it easy



Reward success



Practice and repeat



Meaningful behaviour change

# We make healthier happen

## Engagement



**19**

days per month  
sustained engagement

## Activity



**68%**

improved physical  
activity levels

## Energy



**39%**

felt more energetic

## Stress



**5 out of 10**

reduced stress levels

## Health



**65%**

improved blood pressure,  
weight & cholesterol

# Because health is personal™

Want to learn more about how to navigate  
compliance with Personify Health?

Speak to a wellbeing expert

