



**Is your organisation a productive and happy place for you and your staff?**

**Are you as efficient as you can be?**

**Could your bottom line be suffering because of unknown, unresolved, staff issues?**





**Get world class training that will give you and your staff the competitive edge!**

## **The Cost of Workplace Stress in Australian Organisations**

### **Did you know that:**

- 87% of Australian workers are either: depressed, suffer from distress or have anxiety issues, from mild through to moderate or severe
- 50 % of Australian workers feel that their employer does not care about their mental wellbeing
- 50% of workers also say that they do not feel that their employer values the contribution they make

(Australian Psychological Association 2105 Study)

### **Imagine if you could:**

- Find out how you could reduce the obvious and hidden costs of staff unhappiness easily and effortlessly
- Dramatically increase the likelihood of making your place of business a "happy" working environment and
- Learn new, yet proven ways to do this and stand out in today's business world as a leader in providing staff with what they need to feel a sense of belonging and wellbeing, as well as be able to increase efficiency, productivity and your bottom line



## You don't have to imagine it!

The tools and techniques that Celine Healy, Stress Resolution Expert, uses, have all been scientifically researched, tested and measured for success, so that the programs offered guarantee your success!

## As a result of these techniques,

in fact, the results achieved worldwide, from using these proven methods of stress resolution include:

**60% Decrease in depression**  
**30% Improvement in Sleep**  
**46% Decrease in anxiety, and**  
**24% Improvement in focus**



# Research studies and evidence of how rampant STRESS is within organisations.

(See Appendix for comprehensive outline of research reports form these organisations.)

If you do not address this issue of stress in the workplace in can result in these types of findings.

1. **Safe Work Australia in its' study on Mental Stress Costs on Australian Businesses** (\$10 Billion per year)results show that the highest stress claims were by workers with high levels of responsibility for the wellbeing and safety of others, or workers at risk in dangerous situations.

## The results include:

- Mental stress claims are the most expensive form of workers' compensation claim
- Work pressure was stated as the cause of the majority of claims in industries with the highest claim rates

"These findings highlight why it is necessary for employers to be aware of stress-related issues and improve current work practices to decrease unnecessary stress in the workplace", Ms Sherry said.

2. A study by Andrew Noblet, 2107, Oxford University Press: **Building Health Promoting Work Settings: Identifying The Relationship Between Work Characteristics and Occupational Stress in Australia. Stated"**:

"Occupational stress is a serious threat to the health of individual workers, their families and the community at large".

The study goes on to say that: "chronic occupational stress is regarded as both a serious public health concern and a major impediment to organisational success.

In human terms, **chronic job stress is associated with a range of health problems.**

For organisations, occupational stress can contribute to a number of outcomes which are critical to organisational success, including:

- absenteeism
- labour turnover and
- job performance

The results also found that: job control, support from work sources and unrealistic deadlines were significant predictors of both psychological health and job dissatisfaction.

### 3. A Study by Medibank Private - August 2008 - The Cost of Workplace Stress in Australia had three main findings:

- Workplace stress is costing the Australian economy \$14.81 billion per year
- Stress related presenteeism and absenteeism are directly costing Australian employers \$10.11 billion per year, and
- 3.2 days per worker are lost each year through workplace stress.

This study goes on to say that although compensation claims fell significantly between 1996 and 2004, ***the number of stress related claims almost doubled!***

Another Medibank Study in 2005 indicated that **healthy employees** are three times more productive than unhealthy employees, and that unhealthy employees take nine times more sick leave than healthy employees.

The results of the 2008 study do not reflect the hidden cost of re-staffing and re-skilling when stress results in staff turnover.

As an employee's stress levels increase, their health may not deteriorate to a clinical state, but they may instead resign before then.

In these cases, employers may not incur the direct costs associated with stress injury or illness, but may instead incur indirect costs from increased staffing expenses and lost productivity while there is no one in the job.

Preventive measures may produce gains for the employer and the broader economy, and may produce productivity gains.

To minimise the detrimental effects of stress on both employees and organisations, employers should make a conscious effort to identify and address the causes of stress in the workplace.

### 4. APS (Australian Psychological Association) Stress in the Workplace - 2105 Study - part of an on-going study over five years.

The key findings of this study include that 87% of Australian workers' report having levels of: anxiety, distress or depression, ranging from significant, through normal to moderate or extreme levels of either: distress, anxiety or depression.

In 2105 anxiety symptoms were the highest they have been in 5 years of the survey.





## The point here is:

- What is your organisation like?
- What stress minimisation strategies are employed?
- Do you really understand the individuals in your organisation and what possible stresses they have?
- Is your staff turnover at an unacceptable level?
- Is your staff happy and contented?
- Would your staff inform you of their real concerns before leaving?

*If there was an easy way to help staff in your organisation resolve stress permanently, would you be interested in a program that could offer these benefits?*

## RESULTS of these studies:

All of these studies show that stress in the Australian workplace is on the rise and the actual and real costs of stress to an organisation is rising. The true hidden costs of stress may be impossible to measure because when people cannot take anymore they tend to resign. They tend not to put in compensation claims and tend to suffer ill health silently.





**What would your organisation look like if you had the change you are wanting and the skills-set to create change for you and your staff?**



# All of us are interested in lasting change.

**Celine Healy, Stress Resolution Expert**, shows you various Stress Resolution Techniques & how they could help your personal and business success, and get the lasting change desired.

Stress Resolution Techniques revolve around increasing resilience to stress and how you respond to it and cope with stressor triggers, repairing your physiology so that your level of wellbeing increases, and the instigation of correct breathing processes that have the benefit of making profound impact on a person's awareness and perceptions.

**These Stress Resolution Techniques** engage the client in the process of gaining back control, increasing energy and gaining back a sense of having more time.

At the same time these techniques help the individual not only increase resilience to stress and how they respond, but also mend their heart and improve their overall coherence, which means the balance between emotional, physical and mental aspects. The 2008 Medibank Study indicated that stress led to the increase in cardiovascular disease. These techniques help people mend their hearts at the same time.

The tools and techniques used, of increasing resilience and utilising correct breathing and emotional richness

**You can expect to see these and many more measurable benefits such as:**

- 60% decrease in depression
- 30% improvements in sleep
- 46% decrease in anxiety, and
- 24% improvement in focus and concentration

techniques, have been researched and scientifically proven over 50 years in various public and private settings and organisations by Heart Math.

When a person's breathing is managed correctly they not only reduce their stress, but they also gain many physical, emotional, mental and spiritual benefits. They gain: better health, move from a "reactive" position to one of a "responding" position, reduce anxiety, depression, improve mood, sleep better, are able to focus and concentrate better, hence improving productivity, and therefore the bottom line. Individuals will also be happier and feel that the fog has lifted and they are able to make the contribution they desire.

Because 50% of workers (APS Study 2015) do not feel that the employer cares about their mental wellbeing nor do they feel that the employer values their contribution, this sense of invalidation will reduce and they will once again feel part of the organisation and start to take ownership of their work and their outputs.





## Programs available:

### Overview:

Different combinations of these programs can be developed to suit your organisation and your budget.

Each program comes with an initial ½ day seminar which unveils the overall program and helps participants understand what is expected, what work needs to be completed and how they can measure their progress.

Each participant will receive 2 booklets – one which sets out the theoretical discussion on what the background entails and helps them understand what resilience is and how to mend the heart and increase energy.

The second booklet is a work booklet in which each participant records their daily progress over the six-week period.

Each organisation will receive the computer program that helps each participant record and measure their progress.

Each week the facilitator is either on-site or coaches online, depending on the program selected.

### Program 1: On-site and Off-site Stress Resolution Coaching Program

- ½ day seminar **Week 1** – overview, theoretical and practical application.
- Set up and Establish computer software for individual data capture and stress monitoring and improvement monitoring
- Establish record book for individual stress monitoring once per day
- Individual booklets for background and work booklet for recording daily and weekly progress – 2 per person
- **Online weekly sessions** to monitor progress and teach new techniques
- Weekly email support for all participants to ask questions, clarify etc
- **Week 6 - onsite visit** to check and monitor total organisation progress and to offer any help required, plus instigation of a new way of communication for interpersonal and group meetings
- Email support for 3 months after the Program

### Program 2: Weekly On-site Stress Resolution Coaching Program

- ½ day seminar **Week 1** – overview, theoretical and practical application.
- Set up and establish computer software for individual data capture and stress monitoring and improvement monitoring
- Establish record book for individual stress monitoring once per day
- Individual booklets for background and work booklets for recording daily and weekly progress – 2 per person
- **On-site weekly visits for 5 weeks** – ½ day seminar- to teach new methods, check on progress and answer and questions.
- Weekly email support for all participants to ask questions, clarify etc.
- **Week 6 - final on-site visit** to check and monitor total organisation progress and to offer any help required, plus instigation of a new way of communication for interpersonal and group meetings
- Email support for 3 months after the Program

## How does this Stress Resolution Program differ from conventional stress management programs?

Standard industry Stress Management Programs are incomplete. These standard type techniques indicate that stress needs to be managed rather than eliminated permanently.

**Celine's programs are about resolving/eliminating stress permanently** rather than the traditional approach of keeping the stress and massaging it into a more acceptable form. These newer techniques provide the ability to create rapid change that sustains results. These techniques are not disruptive or intrusive. They can be incorporated initially organisation-wide and then each individual is then responsible for their own outcomes.

Celine's programs get to the hidden underlying issues that keep people stuck in stress and living circular patterns of negative behaviour. Unless and until you deal with these underlying issues you will never get on top of your stress issues.

**Stress results from an underlying cause.** If you do not address these causes then you will simply not get the lasting results you require.

What if, after six weeks you can walk away with the right tools for creating lasting change in your life and your business?

## What makes these Stress Resolution Techniques utilising Heath Math Techniques so special?

These techniques have been around for over 50 years and have all been scientifically researched, proven, tested and they work!

They provide lasting change for individual and business success by helping individuals increase resilience to stress, gain back control over work/life balance, increase energy and gain a sense of having more time to complete tasks.

### Key benefits

- overcome overwhelm & avoid burnout
- improve your relationships
- reduce your stress & overload
- manage your anxiety, frustration or anger
- improve your overall well-being
- manage and regulate your emotions to increase your performance in the moments you need it



## Who is this training for?

Individuals who desire to take back control over their lives, who want to take charge over how they respond to stress and who are sick and tired of being sick and tired. For businesses that want to provide a happy, safe and productive place for their staff.

### If you want to:

- Transform your response to stress and quickly rebalance your mind, body and emotions
- Increase your ability to think clearer, be more intuitive, and make better decisions, especially under pressure
- Improve health, increase resilience and well-being; maintain personal balance
- Decrease stress and burnout in chaotic and changing environments
- Maximize creativity and innovation
- Boost performance and overall intelligence

## What you will learn

1. Discover what stress is and the impacts of stress on your body/mind
2. Understand and be able to identify the signs and symptoms of stress more easily
3. How stress impacts on your physiology and why it is necessary to heal that first
4. Discover the implications of not addressing the underlying hidden real cause of your stress and why you will never be truly successful if these are not addressed
5. Learn simple breathing exercises that allow your physiology to heal and mend your heart at the same time and also increase your resilience to stress
6. Discover what true success is and what you need to do to ensure that you achieve this
7. Uncover ways to communicate effectively in the work environment so that all types of communications will be effective from now on.... and many more things ...

## Why your organisation should participate

### If you feel that your organisation is:

- Not as productive and happy a place for you and your staff to thrive
- If your staff are staying back hours after closing time to complete tasks, and are becoming less effective and less productive
- If your staff turnover has increased over the years...

This means that you and your organisation are not as efficient as you could be, that staff have issues that they are not voicing and that your bottom line could well be suffering because of unresolved issues.

## Learning outcomes

- You and your staff will gain tools and techniques that will benefit you for life. These are life-time skills and the effects of this training does not disappear within a short period of time.
- Staff will learn that they can take full responsibility for their wellbeing once they have the tools to resolve stress.
- Staff will gain back control over their work/life balance resulting in happier staff and lower staff turnover rates
- Staff will also gain more energy which means they will have greater ability to focus and concentrate and be more efficient in completing tasks
- Staff will have a sense that they have more time to complete tasks
- Your organisation will be a happier work environment
- Greater communication generally, and more specifically during meetings
- Staff will gain a sense that their employer truly cares about their mental health and overall wellbeing and hence increase their sense of belonging and contribution
- Your organisation will become more efficient, effective and productive which will then translate to an improvement in the bottom line





## **Your Stress Resolution and Heart Math Coach and Facilitator, Celine Healy,**

will guide you through each week over a six-week period so that at each step you and your staff will be able to see, feel and measure the improvement in their wellbeing. With individual workbooks and computer software that records each individual's daily sessions, you will be able to monitor your improvements, and adjust accordingly, if needed.

You will physically be able to see each person's results and their improvement each week.

Stress Resolution is about achieving success because you will be able to measure your results and know that the program is working.



# A Bonus Offer:

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If you would like Celine to come to your office  
and do an OBLIGATION-FREE health check  
then please send an email to  
my personal email address  
**celine.healy@iinet.net.au**  
and book a convenient time for this appraisal.

*Celine Healy*



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# Appendix

## Research studies and evidence of how rampant STRESS is within organisations.

- 1. Safe Work Australia in its' study on Mental Stress Costs on Australian Businesses** (\$10 Billion per year). The results show that the highest stress claims were by workers with high levels of responsibility for the wellbeing and safety of others, or workers at risk in dangerous situations.

Ann Sherry AO, Safe Work Australia Chair, highlighted the increasing concerns in workplaces about work-related mental stress:

“The personal impact of mental stress on workers is a serious and detrimental issue on the worker and their families and also employers. Typically, mental stress claims result in workers being absent from the workplace for long periods of time. The loss of productivity and absence of workers is costing Australian businesses more than \$10 billion per year”.

### The results include:

- Mental stress claims are the most expensive form of workers' compensation claim
- Mental stress claims are predominantly made by women
- The hazards resulting in mental stress vary with worker age - with younger workers more likely to make claims. Work pressure is the main cause of mental stress claims for older workers.
- Women were around three times more likely than men to make a workers' compensation claim due to harassment or workplace bullying, and
- Work pressure was stated as the cause of the majority of claims in industries with the highest claim rates

“These findings highlight why it is necessary for employers to be aware of stress-related issues and improve current work practices to decrease unnecessary stress in the workplace”, Ms Sherry said.

2. A study by Andrew Noblet, 2107, Oxford University Press: **Building Health Promoting Work Settings: Identifying The Relationship Between Work Characteristics and Occupational Stress in Australia. Stated**”:

“Occupational stress is a serious threat to the health of individual workers, their families and the community at large”.

The results reveal that the work characteristics ‘social support’ and ‘job control’ accounted for large proportions of explained variance in job satisfaction and psychological health.

The study goes on to say that: “chronic occupational stress is regarded as both a serious public health concern and a major impediment to organisational success.

In human terms, **chronic job stress is associated with a range of health problems** such as:

- physical – e.g. sleep deprivation
- Psychological – depression
- Social – interpersonal conflict, and
- behavioural stress – e.g. alcohol and other drug abuse.

For organisations, occupational stress can contribute to a number of outcomes which are critical to organisational success, including:

- absenteeism
- labour turnover and
- job performance

The human and economic costs of job stress strongly suggest that it is in everybody’s interests:

- Employees
- Employers and
- The community at large –

The most notable statistic for 52% of participants was that they felt there was a lack of time to do the job as well as they would have liked, and that therefore this resulted in unrealistic deadlines.

The results also found that: job control, support from work sources and unrealistic deadlines were significant predictors of both psychological health and job dissatisfaction.

### **3. 3. A Study by Medibank Private - August 2008 - The Cost of Workplace Stress in Australia had three main findings:**

- Workplace stress is costing the Australian economy \$14.81 billion per year
- Stress related presenteeism and absenteeism are directly costing Australian employers \$10.11 billion per year, and
- 3.2 days per worker are lost each year through workplace stress.

This study goes on to say that although compensation claims fell significantly between 1996 and 2004, the number of stress related claims almost doubled!

Another Medibank Study in 2005 indicated that **healthy employees** are three times more productive than unhealthy employees, and that unhealthy employees take nine times more sick leave than healthy employees.

The results show that control over one's work: deadlines, outputs etc. has a strong impact on perceived stress, affecting both an individual's self-esteem, as well as their ability to achieve work goals.

#### **They also went on to say that high levels of workplace stress can cause:**

- Nervousness
- Tension
- Strain
- Anxiety and
- Depression

The results of the 2008 study do not reflect the hidden cost of re-staffing and re-skilling when stress results in staff turnover.

As an employee's stress levels increase, their health may not deteriorate to a clinical state, but they may instead resign before then.

In these cases, employers may not incur the direct costs associated with stress injury or illness, but may instead incur indirect costs from increased staffing expenses and lost productivity while there is no one in the job.

Stress is both an economic as well as a social cost. Measuring true costs are hard to do because it is hard to measure the wide-ranging issues such as:

- Anxiety
- cardiovascular disease
- Musculoskeletal disorders and
- Gastrointestinal disorders

Preventive measures may produce gains for the employer and the broader economy, and may produce productivity gains.

To minimise the detrimental effects of stress on both employees and organisations, employers should make a conscious effort to identify and address the causes of stress in the workplace.



#### **4. APS (Australian Psychological Association) Stress in the Workplace - 2105 Study - part of an on-going study over five years.**

The key findings of this study include that 87% of Australian workers' report having levels of: anxiety, distress or depression, ranging from significant, through normal to moderate or extreme levels of either: distress, anxiety or depression.

In 2105 anxiety symptoms were the highest they have been in 5 years of the survey.

Australian workers worry about money, and personal financial issues are rated as the top cause of stress over five years. How people are managing stress is changing in that the number of people turning to gambling has grown from 13 - 19%. It is now 1:5.

People who have higher levels of: anxiety, distress or depression are more likely to: gamble, smoke, drink alcohol or take recreational drugs.





## Stress to Success

**Say Goodbye to Stress FAST!**

For more information connect  
with us today.

*Celine Healy*



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