



Guide

Psychological safety at work

Navigating compliance with
Personify Health





Psychological 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 Psychological safety. Leading the way is Australia's recent [code of practice](#) which provides a thorough framework to Identify, eliminate or minimise risks. 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 psychological 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

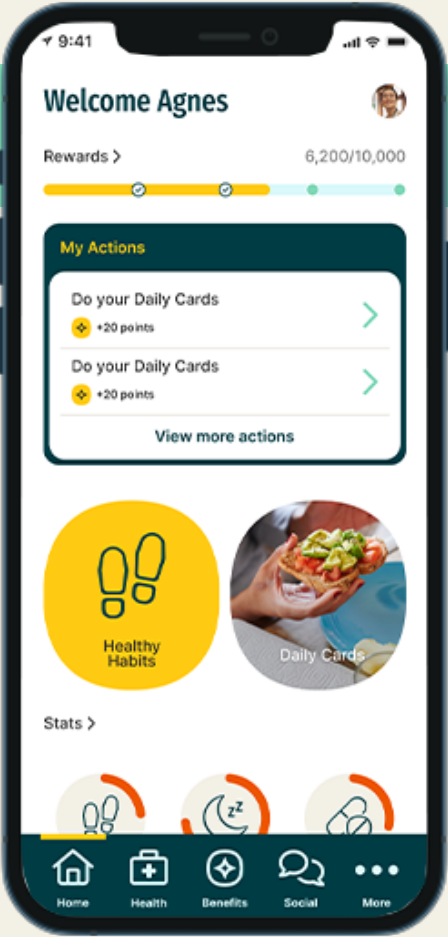
Review



Managing psychological hazards and risks

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

Obligation	Common psychological hazards	Personify Health measures
Identify	Work-related stress	• Health Risk Assessment • Surveys • Integrate EAP information to offer personalised announcement cards
Identify/Implement	Inadequate rewards & recognitions	• Offer rewards and points when employees complete a healthfocused activity • Shoutouts encourage instant feedback from peers and managers
Identify	Remote or Isolated work	• Peer-to-peer challenges to help colleagues connect to a • Social Groups encourage employees to discuss interests, spark fun conversation and deepen relationships



Managing psychological hazards and risks

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

Obligation	Common psychological hazards	Personify Health measures
Identify	Poor workplace relationships	• Challenges involve all levels of employees and help deepen connections personalised announcement cards
Identify	Trend reporting	• Health check reporting provides a baseline health assessment • Live reporting to notice trends and which topics employees engage with
Identify	New policies & procedures	• Programme pages allow you to host all employee benefits and policies in one centralised place • Announcement cards highlight training and important company information



Proactive psychological wellbeing journeys

Dive into the platform's dynamic features

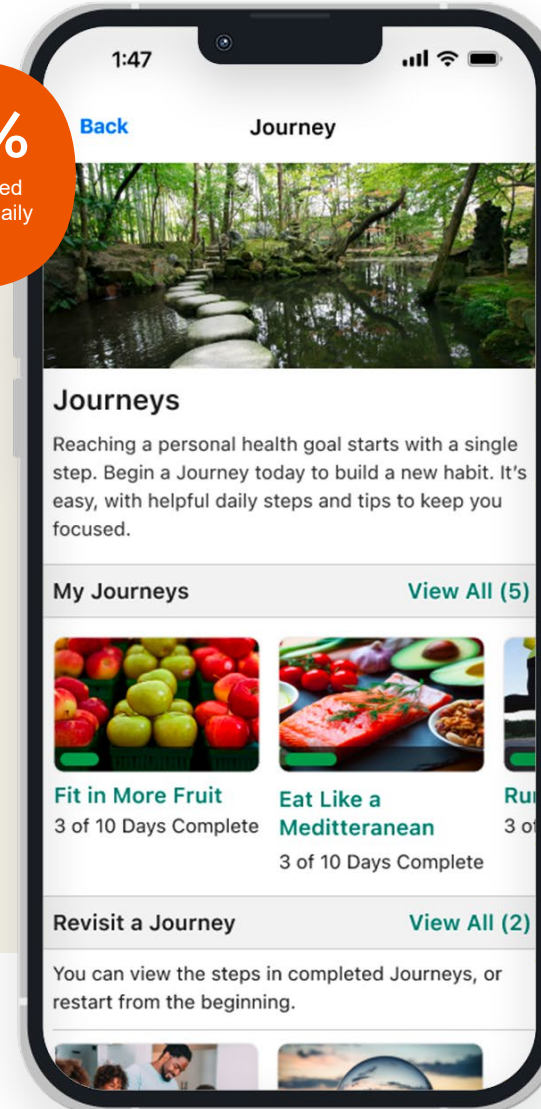
Digital coaching journeys provide self-paced courses to encourage your members to proactively improve their psychological safety and mitigate their health risks.

- ✓ 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 psychological safety at work 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.

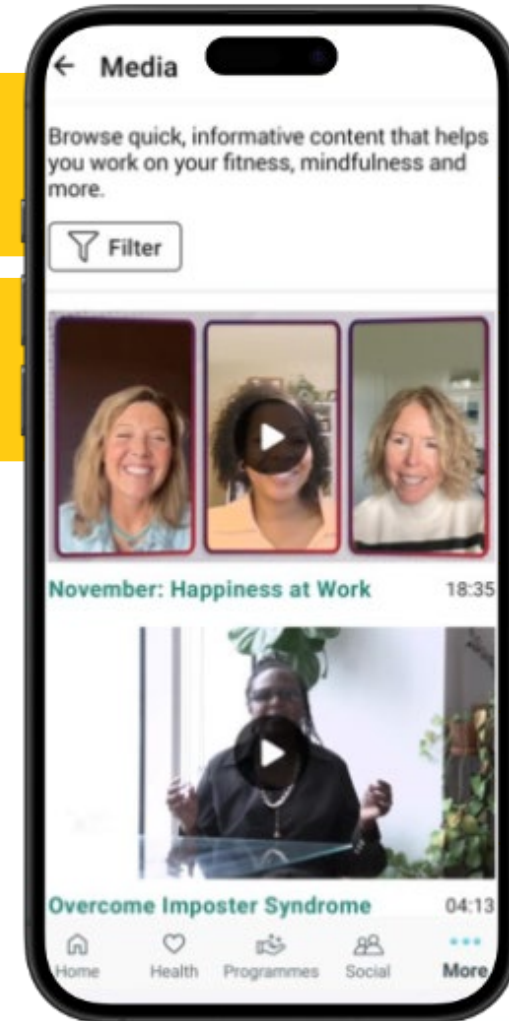
- ✓ Available on web & mobile
- ✓ Rewardable viewing
- ✓ Available in 16 languages
- ✓ Globally relevant
- ✓ Diverse content
- ✓ Media Library can be segmented by audiences

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 psychological health

Enhance psychological 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

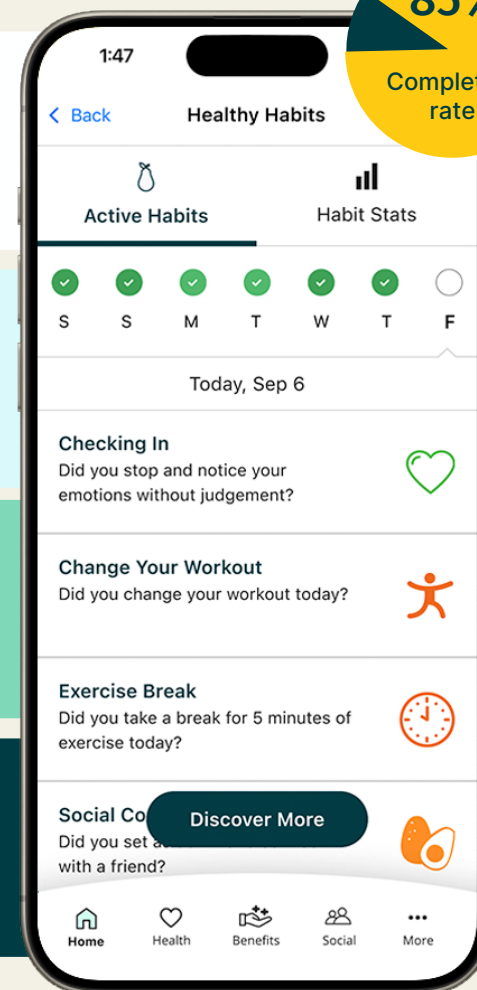
Quick to deploy for clients, easy for members to use.

Reach employees where they are via Personify Health's daily use platform.



Supportive

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



85%

Completion
rate

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

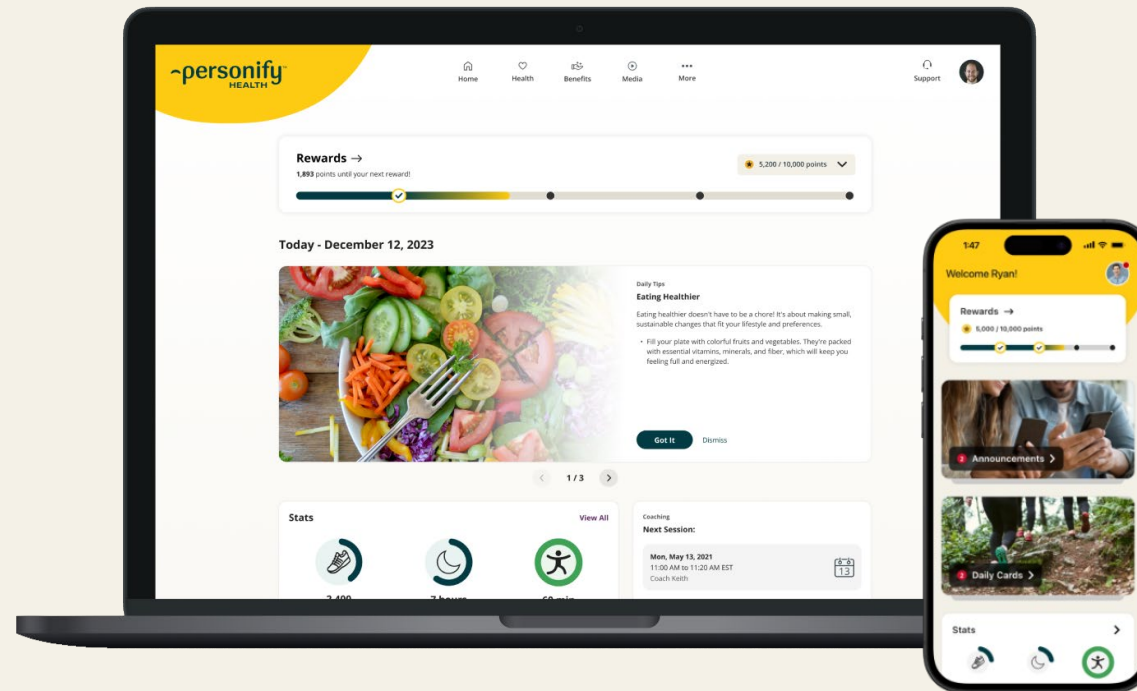
Focus on the right behavior



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

