

Well@Work

Promoting Mental Health in the Workplace

About the Project

The Well@Work Project is a three-year program of research funded by *beyondblue* with donations from the Movember Foundation. It is being led by A/Prof Samuel Harvey (UNSW Australia and Black Dog Institute), Prof Nick Glozier (University of Sydney) and Prof Rafael Calvo (University of Sydney). The main aim of the project is to develop new ways of using technology to help improve the mental health and wellbeing of workers in male dominated industries.

Two of the biggest obstacles when tackling employee mental health issues in male-dominated workplaces are the difficulty that many workers have in being aware of their mental health and their reluctance to ask for help. We think that new technologies, such as interactive applications on smartphones, could be used in a very efficient way to address these challenges. The integration of new technology, risk profiling, targeted tracking, prevention and workplace intervention strategies represent an exciting and innovative approach to improving mental health in the workplace.

Products

Our team aims to use the best available research evidence to develop an innovative new type of an e-mental health program for workers in male-dominated industries. The Well@Work program is currently developing the following products for use in the workplace:

1. A new evidence-based smartphone application that will provide workers with a simple and engaging way to screen and monitor themselves for common mental health problems. Based on this initial screening, the smartphone app will then lead each worker on an individually tailored 30-day mental health challenge that aims to reduce their risk of future mental health problems.
2. An online program of manager mental health training that will educate managers about mental health at work and help them develop new skills to create more

Developed in partnership with
beyondblue with donations from
the Movember Foundation.



Lead Organisations



Well@Work

Promoting Mental Health in the Workplace

mentally healthy workplaces and have conversations with their staff around stress and mental illness.

3. An online decision aid tool on disclosure of mental health status in the workplace.

Latest project developments

An early version of the screening program, termed 'MindGauge' was launched in November 2015 to test a number of advertising and engagement strategies for men. The results collected from more than 6,000 users are being analysed and will inform the advertising and engagement strategies that will be used in the final application. An updated smartphone version of MindGauge was launched last month (mindgauge.org.au). The MindGauge app will be testing different types of feedbacks provided to users after the screening.



The results of the IT focus groups and surveys conducted earlier this year are now being collated and will be used to create the look, feel and functionality of the final Well@Work smartphone application.

Being able to accurately tell which individuals are at risk of future mental health problems is a key part of any mental health prevention program. We have used data from the Household, Income and Labour Dynamics in Australia Survey (HILDA) and the Australian Workplace Barometer (AWB) study to develop a new, short questionnaire that should accurately predict someone's risk of future depression and/or anxiety. This questionnaire is

Developed in partnership with beyondblue with donations from the Movember Foundation.



Lead Organisations



Well@Work

Promoting Mental Health in the Workplace

now available via dedicated website: www.mindscale.org.au. Over the coming weeks we hope to recruit a cohort of people to undertake this survey, so we can test how well it works.

Next steps

We plan to release the first version of the Well@Work employee application, the manager training website and the online decision aid tool in the first part of next year.

We are now looking for industry partners that will be able to help us pilot each of these new applications in order to test their usability, acceptability and effectiveness. Focus groups will be conducted with a number of our partners in September and November this year, with pilot testing commencing shortly after this.

Why we need Industry Partners

While our products are based on the best available research evidence, we need to check that they work in real world situations. As such, we are looking for industry partners that may be willing to collaborate on trials evaluating each of these interventions. There are no direct financial costs for Industry Partners, but they need to be happy to facilitate testing of each product in their workplace, which often means their staff being randomized to receive different versions and having to fill out additional surveys

We would like to thank all of you for your support so far. We are excited by the products that we are now developing and look forward to discussing with each of you how we can begin testing them in the 'real world'.

If you would like to get further information, please contact our Project Manager, Isabelle Counson on i.counson@unsw.edu.au or Ph (02) 93824515.

A/Prof Samuel Harvey (UNSW and the Black Dog Institute)
Prof Nick Glozier (University of Sydney and Brain and Mind Centre)
Prof Rafael Calvo (University of Sydney)
On behalf of the entire Well@Work Research Team

Developed in partnership with
beyondblue with donations from
the Movember Foundation.



Lead Organisations

