

SUPERFIT MATES



"I found this course to be one of the best I have attended ... I now have a much better understanding of what role a mentor plays, and how helpful a mentor can be to a person in need ...and what skills to use when in certain situations. I now have more confidence ...and am more aware of my peers around me. I encourage anyone to take this course."

SuperFit Mates participant 2015, Programmed Facility Management

WHAT IS THE SUPERFIT MATES PROGRAM?

SuperFit Mates is an innovative workplace peer support training program aimed at improving mental health and wellbeing in the workplace. The program provides on-site mentor training to assist identified mentors to support their colleagues and encourage conversations about mental health issues and life challenges.

WHO IS A SUPERFIT MATE?

A SuperFit Mate is a mentor trained to support their colleagues and encourage conversations about mental health issues. Mentors can be self-nominated or nominated by someone in the workplace. Mentors are selected and assigned based on an open process and specific criteria that demonstrate key characteristics. A screening tool has been developed to assist identifying the right people to participate.

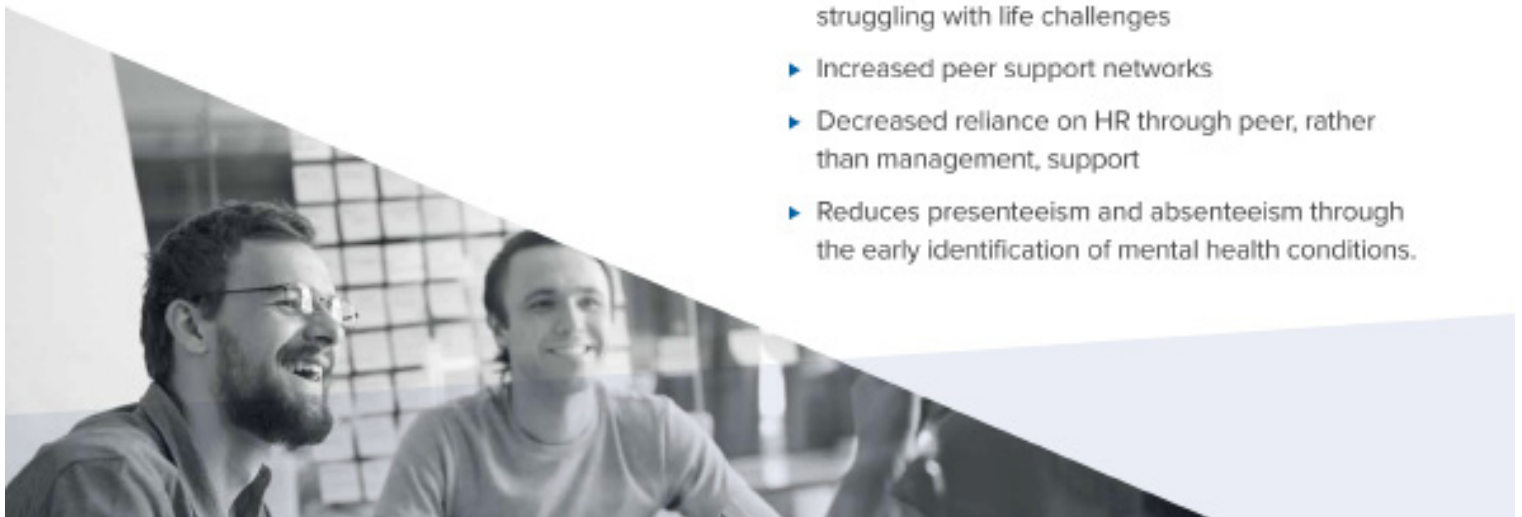
WHAT ARE THE EXPECTED OUTCOMES FROM UNDERTAKING THE SUPERFIT MATES PROGRAM?

Benefits to participants are:

- ▶ They will be confident and well-equipped to undertake a mentoring role
- ▶ They will have a better understanding of mental health conditions
- ▶ They will be better equipped to promote and support mental health in the workplace
- ▶ They will feel more confident to support a colleague, friend or family member experiencing a mental health condition.

Benefits to the organisation:

- ▶ Increased awareness and knowledge of mental health conditions to enact early intervention strategies
- ▶ Increased capacity and capability to support those with mental health conditions and struggling with life challenges
- ▶ Increased peer support networks
- ▶ Decreased reliance on HR through peer, rather than management, support
- ▶ Reduces presenteeism and absenteeism through the early identification of mental health conditions.





COMPONENTS OF THE SUPERFIT MATES PROGRAM

The Program will train up to **15 people** over a **five month period**. The program includes:

PROGRAM ESTABLISHMENT

- ▶ Planning with the workplace to organise delivery dates and mentor selection
- ▶ Information session (one hour) offered to the group of training participants outlining the aims of the program, the content and model.

TRAINING

The two day training conducted in the workplace will build capacity, emotional intelligence and resilience, and encompass recognition, response and referral for mentors. Topic areas will include:

- ▶ Mental health awareness: mental health at work, characteristics of healthy and unhealthy relationships, mental health concerns such as anger, distress, grief and loss
- ▶ How to recognise mental illness: warning signs of anxiety, depression, suicidality, myths and facts, protective factors
- ▶ How to initiate dialogue and communicate about mental health or life stressors
- ▶ How to encourage and support people to access services and Referral Pathways
- ▶ Boundaries: where the role of mentor begins and ends
- ▶ Mentor self-care.

PARTICIPANT DEBRIEF

One month after training, a debriefing session of up to three hours will be conducted to review the initial mentor training and address any issues and concerns arising since that time. Training elements will be reinforced as well as providing a forum for mentors to discuss their initial experiences as a workplace mentor.

ONGOING SUPPORT AND COACHING

Follow up support will be available to the mentors for up to one hour per month (on a group basis, for a maximum of three hours in total) and up to three months, following the debrief session depending on the needs of the mentors. CommuniCorp Group (a national organisational psychology firm) will deliver this ongoing support through coaching sessions via teleconference.

EVALUATION

At the completion of the two day mentor training an evaluation is undertaken measuring participants' confidence and understanding of the key learning. A report summarising the evaluation feedback is provided within two weeks of the debrief session.

For more information about SuperFit Mates or to discuss other CommuniCorp programs and services:
Phone 1300 855 140
Email info@communicorpgroup.com

Note: SuperFit Mates is delivered by CommuniCorp Group under an exclusive licence from SuperFriend.