

Could some of your managers benefit from increasing their skills in talking with team members about mental health issues?

Is it difficult to assess when somebody is fit to work when suffering with stress or mental health issues?

Are you concerned about the reputation of your company with regards to mental health difficulties?

Are you losing staff due to stress and mental health issues?

Are some team members worried about returning to work after lockdown?

Are you concerned about the well-being of your team?

Is your business finding it hard to make decisions and create change in a mental health aware way?

Are you worried about the amount of sick leave due to stress and mental health issues?

If you have answered “yes” to any of these please contact us to discuss how we can help you

**0300 303 5233**  
[enquiry@psychologyassociates.org.uk](mailto:enquiry@psychologyassociates.org.uk)

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# Introduction



We are an outstanding practice of Clinical Psychologists and well-being practitioners experienced in helping businesses and organisations increase well-being in the work place and how to get the most out of their teams.

We can help organisations to become more mental health informed, more skilled at having difficult conversations and help to develop strategies to reduce stress in the workplace, while maintaining high levels of achievement.

We can support organisations through periods of change and difficulties while promoting positive well-being, reducing stress and sick leave and increasing staff retention.

We offer training to managers to increase their understanding and to feel confident when faced with complex mental health issues within the team.

We can provide mental health assessments and make recommendations regarding individual employees as well as providing therapy if required.

We can provide a help line run by Clinical Psychologists to support staff, free up managers and help staff to feel more confident to perform well in work.

Please contact Psychology Associates to arrange a free consultation with **Dr Kerry Davison** (Clinical Psychologist and Clinical Director at PA) to discuss the individual needs of your company or organisation.

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# Testimonials



## **Ofsted report 2019 – Outstanding**

“The agency is staffed by a range of therapists who are highly qualified, skilled and experienced in achieving excellent outcomes.”

“Feedback from professionals is very positive – they hold the agency in high regard.”

## **Training:**

“Essential training for line managers and HR on how to better help manage mental health issues and cases.”

MH Awareness, 04/11/2019

“Excellent presentation, and lots of useful information to take away.”

MH Awareness for Professionals, 15/07/2020

“Really informative and helpful. Thoroughly enjoyed the presentation.”

Vicarious Trauma Training, 22-30/09/2020

“A very good training session. The trainer was experienced and knowledgeable, and presented well.”

MH Awareness for Professionals, 02/03/2020

## **Therapy:**

“It was helpful to have my perspective listened to and explored, and to learn new ways of approaching stress at work.”

“The service has dramatically helped me to truly understand my illness which in turn has helped me recover faster and given me hope for the future.”

“I was listened to and given numerous tools and tips to better myself. I was given a new outlook on life and new hope within myself.”

## **Reflective Practice Sessions:**

“I have found the sessions to be very pleasant and refreshing. I’m already a convert to the benefits of meditation and mindfulness – I think it does us all kinds of good!”

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# Menu of services



All of the below are currently being provided remotely until further notice.

If Face to Face work is to occur there may be additional charges for travel/venues etc. Bespoke packages are available and reductions offered for series of bookings or contracts. Cost correct at time of publication.

## **Individual Therapy**

**£80 - £120 per 1hr. session**

**(8-10 sessions are usually recommended for lasting positive change)**

We have a variety of highly skilled and experienced accredited mental health practitioners including well-being practitioners, counsellors, psychotherapists and Clinical and Educational Psychologists. All can provide high quality and confidential consultation and therapeutic intervention for employees who may be struggling with issues as anxiety, stress, depression, insomnia, substance misuse, eating disorders, additional learning or physical needs, bereavement and loss.

## **Training**

**Cost dependent on package**

We can design and deliver training specifically to suit the needs of your business. e.g. mental health awareness within business, COVID anxiety, Supporting employees back to work, How to facilitate groups, How to have difficult conversations, Trauma awareness, Vicarious Trauma, Managing Stress, Reducing cognitive bias.

## **Developing Interpersonal skills**

**£120 per 1 hr. session**

**(6-8 sessions are recommended for lasting positive change)**

Using Video Interaction Guidance (VIG) to enhance managerial/supervisor/interpersonal skills. Improves compassion, capacity to develop relationships, positive body language and builds confidence. These are skills that are vital for creative, innovative and effective managers or key members of the sales team.

## **Consultation with a Clinical Psychologist**

**£120 per hour**

**(This can be provided as multiple sessions or as a one off)**

Opportunity to discuss any inhouse mental health issues or think more broadly about; how to introduce and manage change in a mental health informed way, options for signposting, practical ways to reduce stress within the work place, decision making without bias and with compassion.

## **Helpline**

**Cost dependent on package**

Availability of a mental health practitioner (during agreed hours) to give confidential advice to managers or employees regarding mental health concerns within the workforce.

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## **Reflective Practice**

**£120 per hour**

Facilitating groups to have some time to reflect on feelings and to listen to the voices of others. These sessions are extremely helpful to support staff through periods of stress, organisational change, isolation and transition. They help to develop healthy communication, reduce stress, increase inclusivity and help maintain a sense of belonging and being heard. This promotes positive well-being and enhances the quality of the working environment.

## **Psychological Assessment**

**Cost dependent on package**

We provide a variety of assessments including the use of recognised and evidenced based psychometrics. We assess mental health and well-being. This can be in particular relation to sick leave or capacity for returning to work. This may include direct assessment, review of medical records, liaison with managers, administration scoring and interpretation of psychometrics, formulation, recommendations and report. We can

support managers navigate the processes involved and develop better understanding of disability issues connected with mental health.

## **Use of Psychometrics in recruitment**

**Cost dependent on package**

We can help with choosing the right psychometrics as well as the administration, scoring and interpretation of these tests in an ethical and effective way to help within recruitment. It can help identify individuals who are best suited to the job on many different levels. This can reduce significant time and energy spent within the recruitment process by managers and administrative staff.

## **Change management**

**Cost dependent on package**

Consultation opportunities to discuss decision making and how to introduce change, organisational restructuring and redundancies in an informed and mental health aware way. This can make the process less stressful and difficult for the team and promote positive well-being.

## **Critical Incident Debriefing**

**Cost dependent on package**

We can provide individual or group support after a serious critical incident to protect the well-being of the team and prevent mental health difficulties developing. When given this opportunity, teams feel supported and contained which helps to create and maintain a healthy and positive working environment.

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# Psychology Associates



Psychology Associates is a dynamic, creative and expert independent practice of like-minded clinicians. We are all passionate about making a meaningful difference to people's lives and will work hard to achieve the change you seek.

[www.psychologyassociates.org.uk](http://www.psychologyassociates.org.uk)