

About Workplace Counselling

Workplace Counselling is counselling that occurs in the context of a workplace, paid for by the employer. It allows employees to discuss and work through problems that affect their work. Small organisations can contract workplace counselling directly with a provider. Larger organisations contract via EAP agencies (External Assistance Providers). We can help you set up either.

Staff Wellbeing

Counselling helps staff to stay healthy and focussed. Staying healthy includes mental and emotional health, as well as physical. Workplace benefit, as healthy employees stay off sick less often, and are more productive. Workplace counselling is a sensible investment to make. Staff morale improves when they know that you genuinely care about their wellbeing.

Whether the problems are personal or directly work-related, workplaces who care about their staff recognise that if people are unhappy in their home life, their work is likely to be adversely affected. So individuals and workplaces both benefit when counselling is provided.

Workplace Problems

Workplace Problems that could negatively affect work include:

- ◆ Aggression, bullying or harassment
- ◆ Issues of control and autonomy
- ◆ Job dissatisfaction
- ◆ Poor communication between organisation levels
- ◆ Power relations
- ◆ Role ambiguity (requirements of the job are not clearly set out)
- ◆ Role conflict (one boss tells you one thing and another tells you something different)
- ◆ Role overload (more than can reasonably be accomplished is demanded of the employee)
- ◆ Stress from the type of work, such as a very busy hospital
- ◆ Unfair discrimination

Personal Problems

Personal Problems that could negatively affect work include:

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| ◆ Addictions | ◆ Other family problems |
| ◆ Aging parents | ◆ Power relations |
| ◆ Anxiety | ◆ Problems with teenagers |
| ◆ Bereavement | ◆ Relationship issues |
| ◆ Money Problems | ◆ Sick or disabled child |

What happens in Workplace Counselling?

We'll help you identify the kind of problem you are having and how best to tackle it. Together we discuss possible solutions. We'll help you get started. You can express your thoughts and feelings about what troubles you. Knowing that someone cares and is interested helps you to feel better.

Regardless of the original cause, workplace problems invariably lead to stress. We can show you how to manage stress. You are then better able to deal with whatever is causing it. Act today to keep your workplace healthy. Contact us now to arrange counselling for you or your staff.

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