

About Workplace Counselling

What is Workplace Counseling?

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. It may be that their problems are about their work directly. Or the problems may be personal, but nevertheless, have an impact on their ability to work effectively or be at their best.

Usually the counselling takes place away from the workplace, although this does not have to be the case. If the workplace has a counsellor employed readily on-site, counselling may be seen as a normal part of workplace wellbeing, and not some kind of 'add-on' extra.

Staff Wellbeing

Many workplaces are busy, with time-sensitive deadlines and degrees of unpredictability. This can impose stress on employees who are trying to meet their KPI's and other employer expectations. Providing staff with a safe space to discuss problems before they get out of hand benefits not only the employees themselves, but also the organisation as a whole.

Protecting your staff's emotional and mental wellbeing is a step forward in workplace efficacy and staff care. Counselling helps staff to stay healthy and focussed. Wellbeing includes mental and emotional health, not just 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. Often, management are not aware of the problems that their staff are facing that might be impacting their work negatively. So individuals and workplaces both benefit when counselling is readily provided.

What happens in Workplace Counselling?

We'll help you to identify the kind of problem that you are having and how best to tackle it. Together we discuss possible solutions. 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.

Common Workplace Problems

- ◆ 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)
- ◆ Unavoidable stress from the type of work, such as a very busy hospital
- ◆ Unfair discrimination

Common Personal Problems

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

How Does Workplace Counselling Work?

Large organisations with large numbers of staff usually arrange staff counselling through EAP (*External Assistance Provider*) agencies, who keep a data-base of practitioners to which clients are referred. Smaller organisations may work directly with a counsellor, which saves agency fees.

A contract would be arranged, setting out the referral procedures, costs, and other matters. If you are a small to medium sized organisation, why not contact us today to see how we can help to keep your staff safe and healthy?

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