



Systems of Support Program

SoS promotes resilience strategies that reduce cumulative and secondary stress and trauma in **Professionals**.

Designer:
Barrington Centre

Key Facilitators:
Rhonda Andrews

Psychological support for 1:1 and group consultation:
Psychology Team at Barrington Centre

An Introduction to the Systems of Support Program

Systems of Support (SoS) is a research-backed and evidence-based innovative program developed by Barrington Centre to help combat the ever-increasing impact on individuals' mental, physical and emotional health, due to negative and cumulative stress in the workplace.



SoS takes a unique approach to negative-stress resolution.

The program combines measurement of impact through baseline and post intervention assessments, with 1:1 consultation between participant and psychologist to unpack assessment results; self-paced module work; active live discussion to embed program learnings; and the forming of a supportive peer group.

Simply put, the SoS provides participants with a holistic "system" to:

Repair
Trauma



Reduce
Stressors



Increase
Resilience



This program delivers in 5 areas:

**Reduce
Stress**

**Increase
Resilience**

**Connection
To Peers**

**Develop
A Positive
Mindset**

**Greater
Enjoyment of
Your Work**

Course Breakdown

The SoS Program consists of 5 core components:

1. BASELINE PSYCHOLOGICAL ASSESSMENT

You start by **completing two evidence-based and robust online psychological assessments**. From this, we learn more about how you currently cope with stress and trauma, and how resilient and mentally healthy you are right now.



2. Discuss your Results and LEARN MORE ABOUT YOU

You will be guided through your results in a virtual meeting by a qualified senior psychologist.



Learn about how you cope with stress
(*unhealthy and healthy coping mechanisms*)



Identify strengths in yourself and learn how to use them better



Learn how psychologically resilient you are

3. Modules for SELF GROWTH

Work through **three online learning modules** at your own pace:

YOU	<i>Better Understand Who You Are and What You Believe In</i>
YOUR MIND	<i>Convert to Positive Thinking</i>
YOUR WORK	<i>Develop Good Work Habits</i>

4. Become CONNECTED — Peer Support

Join our virtual, secure chat room with other like-minded professionals, who are also completing the program (*available for 3 months' access at the completion of the program*).

Being connected with other like-minded people, is a powerful psychological tool to reduce sense of isolation.



5. Post Psychological Assessment and REVIEW

At the completion of the program, you will repeat the same baseline assessments to see the positive change in areas of resilience and your coping skills. A written summary for you shows your comparative results from baseline to post intervention.

SoS Benefits for **Staff**:



A flexible, online program, presented in small interactive lessons to help you fit it in around your work and home schedules, at your own pace over **3 months**



Is supportive, proactive and positive! **Builds** on the coping mechanisms and strengths that you already have



A program proven to work in other high stress industries (*surgeons, judges, paramedics*), which has been **designed by senior psychologists**



Learn **positive psychology tips and skills** to help you thrive in your industry and enjoy work more

SoS Benefits for **Employers**:



Stand out in a challenging recruitment environment, as an employer who cares about and prioritises good staff mental health



Help create a happier work culture and watch your **staff become more productive and engaged**



Support your staff to be psychologically stronger and **develop better coping mechanisms** to combat stress



Reduce the episodes of poor mental health that occur and **decrease the risk of burnout** in you and your staff



Be a part of the solution!

10 Significant Outcomes To *Systems Of Support*

The Systems of Support Program successfully established effective mechanisms to promote resilience and enable early recovery for Professional Groups.

94%

of Participants **INCREASED** their resilience



82% **DECREASE** in 'Psychological At Risk' Staff



94% of Participants **REDUCED** their cumulative trauma and demonstrate 'repair' from trauma

71% **INCREASE** in use of productive coping for self care strategies



66% **INCREASE** in problem solving for self-care

STAFF FEEL VALUED



SUSTAINED SUCCESS through Cohort connection



✓ Mix of Roles and Experience Level a **GREAT SUCCESS**

Increased Resilience and Well-being mitigates psychological risk of Post Traumatic Stress Disorder



IMPROVEMENT

in 'emotional protection'. This allows **better management of cumulative trauma** and also **self-repair from trauma**

WHAT WE DID WORKED

- it does make a difference! Staff now have **skills** and structure to **lessen trauma impact from Incidents**



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