Starling · Build Resilient Minds.

Building Psychological Health and Safety with a Digital Mental Health Solution

Leaders and Managers play a critical role in enabling a culture that is both psychologically healthy and safe.

A **"psychologically healthy"** workplace is where every reasonable effort is made to promote mental health through awareness, resources and education.

A **"psychologically safe"** workplace is where every reasonable effort is made to prevent harm to mental health through negligent, reckless or deliberate mentally injurious conduct.

Evidence shows that **thirteen factors** are known to impact psychological health and safety directly.

These factors are interrelated and influence one another. Organizations will increase their resilience by tackling more factors successfully, which is challenging to do at scale and at-cost. Workplace mental health experts predict digital mental health solutions like Starling Minds will be essential in major barriers to employees gaining access to effective mental healthcare.

FACTOR

Psychological Support

An environment where psychological and mental health concerns are supported and responded to appropriately

How Starling Helps Employees

Self-Stigma:
Provides immediate confidential, personalized psychological support due to our approach in reducing self-stigma, confidentially, anytime and anywhere, and for anyone struggling at work, off-work, or on STD or LTD

Mental Health Training:
Provides a framework of mood management/resilience and strategies that improves employees' management of stressors and triggers

Social Support:
Provides inclusive and flexible peer-to-peer support with our online community anytime and anywhere, and confidentially

Mental Health Awareness:
Helps build mental health awareness and fills any mental health literacy gaps to enable a greater understanding of what stress, anxiety, and depression feels like through real-life case studies, along with scientifically based assessments (i.e. depression, anxiety, stress, general functioning) to increases understanding of where they are on the mental health continuum

Crisis-Monitoring:
Identifies member behaviour that would lead to self-harm and flagged to our human Community managers before any action is taken; provides support and resources in times of crisis and/or suicide

How Starling Helps Employers

✓ Improves self-awareness

✓ Improves mental health literacy

✓ Increase mental resilience to stress

✓ Reduces absenteeism, presenteeism, total mental health costs

FACTOR

Organizational Culture

The environment is characterized by trust, honesty, and fairness

How Starling Helps Employees

Organizational Behaviour:
Promotes organizational citizenship behaviours by eradicating harmful assumptions, beliefs, and misconceptions around mental health through our monthly engagement campaigns, workshops, customer stories, and therapy approach typically available to employees through face-to-face therapists

How Starling Helps Employers

✓ Creates trust through organizational citizenship behaviours

✓ Enhance organizational culture through social support, compassion, empathy, and destigmatization strategies

FACTOR

Leadership and Expectations

Effective leadership exists that enables staff members to know what to do, how their work contributes and if change is approaching

How Starling Helps Employees

Leadership and management training:
Provides leadership and managers with the training and tools needed to help lower anxieties caused by uncertainty and unplanned changes through our therapy and program onboarding workshops

How Starling Helps Employers

✓ Promotes a human-centric approach to new policies and organizational changes

✓ Demonstrates leadership's visible concerns for employee psychological health

FACTOR

Civility and Respect

Staff and faculty are respectful, considerate and collegial with one another

How Starling Helps Employees

Mental health training:
Provides managers with the tools and education needed to assert compassionate care and empathy within themselves and their teams, especially when conflict arises due to stress, emotional exhaustion

How Starling Helps Employers

✓ Lowers workplace conflict

✓ Lowers disrespectful behaviours (i.e. bullying)

✓ Lowers organizational grievances

FACTOR

Psychological Competencies and Requirements

A good fit between interpersonal/emotional competencies, job skills and the position

How Starling Helps Employees

Mental health skills:
Provides employees with the psychological skills and emotional intelligence needed to do their job or return to work, confidentially, anytime and anywhere

Emotional Intelligence skills:
Helps employees build self-awareness, self-regulation, motivation, and empathy which are the cornerstones to emotional intelligence

How Starling Helps Employers

✓ Improves psychological skills in employees

✓ Improves emotional intelligence

✓ Promotes greater self-esteem and positive self-concept

✓ Enhance job satisfaction

FACTOR

Growth and Development

Staff members receive encouragement and support in developing interpersonal, emotional and job skills

How Starling Helps Employees

Interpersonal Skills:
Improves interpersonal functioning by alleviating symptoms relating to irritability, stress, and anxiety

Teaches specific practical skills (self-awareness, emotional regulation, goal setting, thought balancing) and encourage members to set a practice schedule to improve their skill set

How Starling Helps Employers

✓ Improves interpersonal and psychological skills

FACTOR

Recognition and Reward

Acknowledgement and appreciation of staff members efforts in a fair and timely manner

How Starling Helps Employees

Peer-to-Peer Appreciation and Recognition:
Our confidential, peer community enables employees to recognize and show appreciation for their peers' advice, insights, and mental health journey, confidentially

How Starling Helps Employers

✓ Builds employee self-esteem and confidence

✓ Promotes social connection through peer-to-peer interactions

Note: Our solution currently does not provide direct recognition and rewards for employees' efforts, milestones, achievements, etc.

FACTOR

Involvement and Influence

Staff members are included in discussions about how work is done, how decisions are made and their impact

How Starling Helps Employees

Employee feedback and concerns:
Provides leadership with aggregated employee data around their greatest stressors to better inform decisions impacting their psychological health, without undermining employee confidentiality

How Starling Helps Employers

✓ Drives better decisions around employee psychological health through real data and insights

Note: Our solution is 100% confidential. Individual employee data will never be disclosed. Data will only be provided aggregately to identify behaviours and trends

FACTOR

Workload Management

Tasks and responsibilities can be accomplished successfully within the time available

How Starling Helps Employees

Coping skills for workload:
Provides employees with the education, framework, and coping skills training needed to better manage their mental health, at scale, due to workload, including emotional regulation strategies and goal management

How Starling Helps Employers

✓ Lowers levels of stress, anxiety, and depression

✓ Increases employees' resilience and control in physical, psychological and emotional fatigue

Note: Our solution does not decrease employee workload, but does provide them with skills to cope with it

FACTOR

Engagement

Staff members enjoy and feel connected to their work and are motivated to do a good job

How Starling Helps Employees

Workplace Wellbeing Intervention:
Enhance employee mental and wellbeing strategies through psychological health support, at scale, and when employees are struggling at work, off-work, on STD/LTD

Population Health Diagnosis:
Provides greater transparency on workforce's greatest stressors via aggregate data to enable better employee health policies to drive employee engagement

How Starling Helps Employers

✓ Lowers absenteeism, presenteeism, and productivity loss, mental health costs

FACTOR

Balance

Recognition and support for balance between the demands of work, family and personal life

How Starling Helps Employees

Work-Life Balance Skills:
Provides employees with the education, tools, and skills needed to successfully apply better work-life balance strategies into their lives including goal setting, thought-balancing, emotional-regulation, time management

How Starling Helps Employers

✓ Reduces employee stress and anxiety

✓ Reduces work-family role conflict

✓ Improves work-life balance

FACTOR

Psychological Protection

An environment in which psychological safety is ensured (i.e. ask questions, seek feedback, report mistakes/problems)

How Starling Helps Employees

Mental health training:
Provides leaders and managers with the tools and education needed to assert compassionate care within themselves and their teams, to promote a psychologically safe workplace

How Starling Helps Employers

✓ Enables more compassionate policies around employee mental health and wellbeing

FACTOR

Protection of Physical Safety

Appropriate action to protect employees' physical safety at work

How Starling Helps Employees

Coping skills during physical safety risks:
Provides employees with the coping skills needed to perform under pressure and/or fear of physical safety due to physical resource shortages during extraordinary times (i.e. PPE)

How Starling Helps Employers

✓ Helps employees apply strategies and tools to manage stress and anxieties around physical health risks
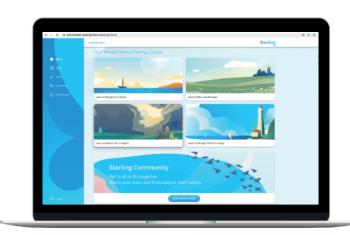
Note: Starling Minds strongly advocates for the physical safety of all employees at all times. Our solution does not provide guidance on how to increase physical safety.

Starling Minds Mental Fitness

Deliver Personalized, Digital Therapy at Scale

Extend mental health treatment to 10x the number of employees compared to human-guided therapy with an immediate, 24/7, confidential digital mental health solution, that's scalable and cost-effective.

Request a demo

About Us

Starling Minds is a personalized digital therapy solution for stress, anxiety, and depression. Our therapy is built to respond to an employee's unique and complex needs for treatment, training, skills development, and psycho-education.

starlingminds.com