



WeCARE™

How to support someone in distress
and create a caring work culture

AON

Mental health education and culture change

WeCARE is a web based mental health framework to help employers manage the risk of mental illness in the workplace.

Developed by mental health advocate, author and R U OK? Director Graeme Cowan and eLearning specialist Brenden Carter, WeCARE teaches employees how to identify and effectively support colleagues in distress.

It only takes a few simple actions to create a more caring and mentally healthy team. But how do we help? When should we say something? And what if we say the wrong thing? Most of us want to support the people around us. We just don't know how.

WeCARE closes the competence gap by giving employees the skills they need to reach out in a safe, constructive way. In a recent pilot study¹, 94% of WeCARE participants said they felt more confident about helping others after learning this simple, evidence-based approach.

Healthy workers are more motivated, creative and productive

Improving employees' mental health can also improve your bottom line. According to research, mental health training for managers can deliver a 998% return on investment² in addition to benefits such as higher employee loyalty and brand advocacy.

Developed by an award-winning eLearning specialist, WeCARE offers a clear framework and simple concepts that apply to a wide range of industries. Engaging, proven content combines with a scalable online platform to build resilience and support culture change across your entire workforce. From senior leaders to remote, shift and casual employees, everyone will embrace the task of ensuring a mentally healthy work environment.

What does WeCARE include?



A 20-minute digital training module:
How to Support Colleagues in Distress



Moodometer™, a sliding scale to help employees monitor their own mental wellbeing



Evidence-based content, such as “How to have an R U OK? conversation” and “How to find a mental health savvy GP”



Integration with your Learning Management System or hosted on WeCARE's Learning Management System



Guidebook, help sheets, wallet card and posters to reinforce culture change



Advice, creative ideas and checklists



Tailored management training, employee events and consulting



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Protection from the rising cost of mental illness

Mental health challenges are costing Australian businesses more than \$11 billion every year³, with claims involving mental health conditions usually associated with significantly more time off work and higher than average costs⁴ compared with other claims.

With one in five Australians experiencing a mental illness in any given year⁵ and work stress and mental health problems set to skyrocket in coming decades⁶, no business is immune from the risk of poor mental wellbeing. The situation could get even worse, with the impacts of COVID-19 exacerbating pre-existing conditions⁷.

Business and organisational leaders have duties under work health and safety laws to do whatever is reasonably practicable to eliminate or minimise risks to workers' health.

Without taking steps to actively minimise risk, your workplace could contribute to the development or deterioration of depression and anxiety due to factors like organisational change, job strain, job dissatisfaction and traumatic events.



91%
of Australian employees
are not satisfied with the
way their employer is
addressing rising mental
ill-health issues⁸

How to support a teammate in distress

I

Identify



Is your teammate acting differently? Have they been sad, moody or restless lately? Trust your instincts – If they look like they're struggling, ask R U OK?

C

Compassion



Show support, try to listen without judgement, and ask open-ended questions. Encourage them to seek help, and check on how they're doing in a few days.

A

Access Experts



If they're struggling, suggest that they see a doctor, contact their employee assistance provider or call Lifeline 13 11 14, SANE 1 800 688 382 or Beyond Blue 1 300 224 636.

R

Revitalising Work



Working and staying connected can aid recovery. Encourage your teammate to talk to their manager and HR, and continue working, even part time.

E

Exercise



Inspire your teammate to do enjoyable activities, like daily walking, swimming or cycling. Or offer to go for a lunchtime walk together.

Getting started

Learn how to build a business case for investing in employee mental health initiatives by contacting Aon today. We can support you with research and insights to help you enlist support from senior leaders. We can also tailor a plan for managing people risk across your organisation, from workers compensation and Work Health and Safety consulting to reward solutions, talent assessment, training, and health and benefit programs.



Learn more

aon.com.au/mentalhealth

Footnotes

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About the creators of WeCARE™

Graeme Cowan

Graeme is the author of the best-selling book series “Back from the Brink” and helped to start R U OK? Over the past 5 years he has helped thousands of leaders and teams to be more caring, mentally healthy, and growth oriented. He is a regular media commentator on workplace resilience in volatile times.
Learn more at www.graemecowan.com.au

Brenden Carter

Brenden is the founder and creative director of The Learning Hook Pty Ltd, a longstanding, multi award-winning eLearning solutions company. He's always been passionate about learning and particularly about how knowledge is turned into action. Having worked with many large organisations, he recognised a common need for more support and training to create mentally healthy workplaces. Brenden is now doing something about it with Graeme Cowan and the WeCARE program.

About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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