

## Impact

### Measuring the impact of wellbeing at work - staff surveys, return on investment and the bottom line

The Stress Clinic provides consultancy support to measure the impact of the Wellbeing Agenda on the workforce, business and services.

Our consultancy is provided by the leading experts in the control and prevention of stress at work. We are able to apply the most recent research and thinking from those who are actively engaged in developing more sensitive and thorough ways of measuring impact. Please note that we can also provide coaching, clinical and risk assessments, independent investigation, and other individual interventions if required.

Please call me, Derek Mowbray, on 01242 604 271, or email me [derek.mowbray@psychologistsdirect.org](mailto:derek.mowbray@psychologistsdirect.org) for information, quotes and to discuss your specific requirements.

*Measuring impact of The Wellbeing Agenda is an essential part of promoting wellbeing at work. The process requires business and services to understand the present level of wellbeing in the workforce, and then to continuously measure changes and improvements, and to link these to changes in financial performance within a Return on Investment scorecard. Please note: the QoWL survey also provides compatible results that meet Health and Safety Executive Management Standards requirements.*

#### Headline surveys:

- Individual assessment
- Job risk analysis
- Return to work assessment.
- Quality of Working Lives (QoWL)
- Health and Wellbeing assessment
- Organisation Health assessment
- Engagement and retention survey
- Return on Investment scorecard

#### Major benefits:

- Provides control of wellbeing initiatives.
- Provides details of 'hot spots' that need attention.
- Prepares you for changes in the workforce in advance of business and service changes.
- Demonstrates the impact of different initiatives
- Demonstrates commitment to the wellbeing of staff

**Dr Derek Mowbray is widely recognised as an expert in stress control and the prevention of stress. He contributes regularly to HRZone and the HSE blog. His national presentations to the NHS Employers in 2008 and to the annual conferences of the International Stress Management Association in 2008 and 2009 were praised for their clear sense of direction in preventing and controlling stress.**

**Derek Mowbray is visiting Professor in Psychology, an Independent Technical Expert for the European Commission, an Expert Witness in Stress Management, and an experienced top manager in the public, private, education and voluntary sectors.**

With partner, **Alan Bradshaw**, also widely recognised as an expert in stress control and the founder of In Equilibrium, they have set up *The Stress Clinic* to provide organisations, managers and employees with services that prevent stress and enhance well-being at work.

[www.derekmowbray.co.uk](http://www.derekmowbray.co.uk)

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