



**CULT OF MONDAY**

# **WELLBEING & THRIVING PROGRAM**

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Your peoples' wellbeing is worth  
the investment.



## **Your business performance is linked to the health & wellbeing of your employees**

Employee's ill-health comes at a high personal, community and business cost.

Organisations are sceptical of prioritising employee well-being, fearing it might hinder productivity without tangible benefits. However, the truth is quite different. Prioritising wellbeing is key to fostering engaged, high-performing teams that drive business success.



# Key Insights

Mental health problems are the third biggest health problem in Australia, after heart disease and cancer: Beggs S, Voc T, Barker B, Stevenson C, Stanley L & Lopez AD (2007). The burden of disease and injury in Australia 2003. Canberra: Australian Institute of Health and Welfare.

- Around 45% of Australians aged between 16 and 85 will experience a mental illness at some point in their life, while one in five Australian adults will experience a mental illness in any given year (Australia Human Rights Commission)
- One third of adult life is spent at work. The workplace can prevent mental ill-health and promote recovery or, conversely, cause or exacerbate mental illness.
- The rising expenditure related to workplace mental health is largely attributed to treatment rather than prevention.
- Mentally healthy workplaces achieve better mental health outcomes and experience returns of up to 4 dollars for every 1 dollar invested alongside additional benefits gained.

## GALLUP

Gallup research shows that compared to employees who are only physically fit, those who have high well-being across the five elements of well-being:

- are **81%** less likely to seek out a new employer in the next year.
- miss **41%** less work as a result of poor health.
- are **43%** more likely to volunteer.
- are **36%** more likely to report a full recovery after an illness, injury or hardship.
- are **27%** less likely to have changed jobs in the previous 12 months.



# Cult of Monday - Wellbeing & Thriving Program

The Wellbeing & Thriving training offered by Cult of Monday is a comprehensive program that gives tools and strategies for enhancing individual wellbeing and resilience among employees.

The Wellbeing and Thriving program offers a holistic approach to individual wellbeing, integrating evidence-based practices and resources to support employees in enhancing their overall health and resilience.

The program encompasses a blend of workshops and self-paced learning modules designed to address various aspects of wellness according to Gallup's Wellbeing framework.



Gallup's research identified that well-being is composed of five interrelated and interdependent elements. The five elements of wellbeing are:



**CAREER:** Liking what you do each day and being motivated to achieve your goals



**Financial:** Managing your economic life to reduce stress and increase security



**SOCIAL:** Having supportive relationships and love in your life



**Community:** Liking where you live, feeling safe and having pride in your community



**PHYSICAL & MENTAL:** Having good health and enough energy to get things done daily

# Cult of Monday - Wellbeing & Thriving Program

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The program offers a range of resources within each module, catering to the five key dimensions of individual wellbeing: career, social, physical, financial, and community.

The program promotes self-managed practices for individual care and accountability for their own wellbeing.

Workshops are led by a team of eight facilitators, including two Gallup strengths certified coaches and six invited experts specialising in each of the five areas of individual well-being.

Workshops and materials encourage participants to take responsibility for their own wellbeing, encompassing physical, mental, and emotional health.

The resources provided promote mental health literacy, including videos, articles, and podcasts, which aim to further educate and motivate employees to maintain good health and well-being.



## Key Learning Outcomes

- ✓ Diagnose the wellbeing of your employees and help them to thrive.
- ✓ Develop a mindset for individual wellbeing and resilience.
- ✓ Enhance employee's social and emotional skills through strength-based inclusion and creativity.
- ✓ Build a toolkit to manage emotional agility, financial and physical wellbeing as well as resilience.

# Better outcomes for individuals and business

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01

## Enhanced work performance and productivity

We perform at our best when we have high levels of psychological well-being and job satisfaction.

02

## Improvements to your wellbeing

Work with a sense of purpose, provides social networks and supports, gives opportunities to grow and develop, and helps us achieve in areas of strength – all important contributing factors to our wellbeing

03

## Attracting (and keeping) great talent

Businesses that invest in mental health are more likely to attract and retain the best and brightest. The culture of workplace wellbeing has many flow-on effects to individuals, businesses and the community.

# Better outcomes for individuals and business

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04

## Helping Recovery

For those of us living with mental illness, work can play an important role in helping us recover. Many mental illnesses identified in the workplace are treatable and, in some cases, preventable.

05

## Improvements for your company's bottom line.

Reduced staff turnover, recruitment and training costs; fewer sick days and presenteeism (being at work but not able to work at capacity); greater productivity and creativity are all good for your business – increasing revenue and decreasing costs.

06

## Be compliant with the law.

There are now legal obligations faced by employers in relation to the management of psycho-social risks in the workplace. There are also legal obligations faced by workers around managing personal mental health and cooperating with reasonable instructions.

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# Factors contributing to workplace wellbeing

There are risk factors and protective factors that may contribute to the level of mental health and wellbeing in the workplace. These include:

- **Job design:** demands of the job, control in the work environment, resources provided, the level of work engagement and potential exposure to trauma (such as emergency workers).
  - **Team factors:** support from colleagues and managers, quality of interpersonal relationships, effective leadership and availability of staff training.
  - **Organisational factors:** changes to the organisation, support from the business as a whole, recognising and rewarding work, how justice is perceived in a workplace, culture of safety and support.
  - **Home/work conflict:** conflicting demands from home, including significant life events and how they impact our work.
  - **Individual factors:** genetics, personality, early life events, cognitive and behavioural patterns, mental health history, lifestyle factors and coping style.
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# Measurement, Evaluation and Return on Investment

Our wellbeing and thriving program is designed with a practical, evidence-based approach to deliver tangible returns on investment. Anchored in Gallup's five dimensions of well-being—social, community, physical, financial, and career—we've developed a strategy that blends assessment, intervention, and evaluation seamlessly.

To kickstart, we use a diagnostic tool to dive deep into your organisation's well-being landscape, identifying areas where improvement or reinforcement is needed most. This ensures our interventions are targeted and impactful.

Post-training, we conduct a quick check-in to gauge immediate impacts, providing real-time insights. And then, three months down the road, we circle back with a follow-up questionnaire to track lasting behavioural changes. Through these three steps we leverage the ROI of our program while building a culture of Well-being and Resilience.



[CLICK HERE TO START RIGHT AWAY](#)

## THANK YOU

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