



Respect @ Work

A secure online health, tracking system referring to three pillars of respect in the workplace; respect received, respect given and resilience, and how they contribute to the overall health, well-being, and productivity within the workplace.



The Respect @ Work module is delivered online through the **Health Hub**. Once registered, employees are provided with a unique secure password to access the **Health Hub** and use this module.

The module assesses 3 elements; respect received, respect given, and resilience. It aims to create lasting behaviour change by increasing everyone's awareness, understanding, capabilities and confidence.

Individuals achieve a score for each of these three elements and the total response is colour coded and presented according to the red, yellow, green traffic light system. Scores are aggregated allowing the individual to view their own score and compare their score to the overall company average.

All individual data is strictly private and confidential and cannot be disaggregated. Companies can generate reports using aggregated deidentified data.

THE PILLARS

● Respect given

Giving respect means that you accept individuals for who they are, even when they may have differing ideas, opinions, or views to your own. Giving respect in the workplace builds trust, safety, productivity, and overall wellbeing.

● Respect received

Receiving respect means that other individuals accept your differing ideas, opinions, or views. This unites people, creating a more positive and collaborative workplace in which all diverse perspectives are championed.

● Resilience

Resilience is the ability to cope with the ups and downs of life and bounce back from challenges that are presented. In a workplace setting, this can be applied to employees' abilities to manage anything from a tough workload to frustrating colleagues.

Key outcomes

We are seeking to align the individual data responses to any company respect at work policy that is in place. We can also help identify what can be done if these two factors do not align.

We are seeking to benchmark the workplace thereby helping to create specific interventions that aim to improve the level of respect at work.

We are seeking to highlight where the employees may need additional support to help them increase their overt respectful behaviours at work.

We are seeking to start a conversation in the workplace about all aspects of what it means to have a respectful workplace.

We are seeking to encourage and reward behaviours that facilitate increasing the level of respect in the workplace.

