



### Flexible delivery options

#### In clinic workshop:

- ✓ 1-hour interactive session for your team
- ✓ Includes time for discussion and Q&A
- ✓ Recommended for up to 50 participants

#### Live online webinar:

- ✓ Ideal for remote or regional teams
- ✓ Same content, same impact

We also offer **regular webinars for individuals**, ideal for:

- ✓ New team members
- ✓ Leadership preparation
- ✓ Solo practitioners or small teams

“ I was initially sceptical about what could be achieved in a one-hour session but was blown away with how practical and useful the face-to-face was. ”

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Prevent



Promote



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# Cultivating Safe Teams AWARE

## Build safer, more resilient veterinary teams

Cultivating Safe Teams AWARE is practical, evidence-based training designed specifically for veterinary workplaces.

In just one session, your team will learn how to identify psychosocial risks, strengthen protective factors, and create a workplace that is both SAFE and GREAT to be part of.

“The session was fantastic, having someone go through all of this specifically through the lens of the veterinary profession meant it was a very relatable and relevant discussion on psychosocial factors and their effects.”

# Why Cultivating Safe Teams?

In 2021, the AVA surveyed 2,500+ veterinary professionals:

- 66.7% had experienced a mental health condition
- Almost 50% said work negatively impacted their mental health

Veterinary work brings unique challenges - but also strong protective factors.

Cultivating Safe Teams AWARE was developed in direct response to these findings, providing practical, profession-specific training to improve workplace wellbeing and reduce risk.

“ I found it has really encouraged talk around the clinic about how we can change things to make it a better workplace. My team has been communicating better ever since the program and it’s made a difference. ”

thrive

## Proven impact

Following the pilot program (735 participants, 50 clinics), confidence improved across all key areas:

I am confident I can <b>IDENTIFY</b> psychosocial hazards:	<b>30%</b> → <b>90%</b>
I am confident I can <b>CONTROL</b> psychosocial hazards:	<b>14%</b> → <b>65%</b>
I am confident I can <b>RECOGNISE</b> protective factors:	<b>25%</b> → <b>89%</b>
I am confident I can <b>ENHANCE</b> protective factors:	<b>26%</b> → <b>79%</b>
I can contribute to making work a <b>SAFE</b> place to be:	<b>74%</b> → <b>95%</b>
I can contribute to making work a <b>GREAT</b> place to be:	<b>73%</b> → <b>92%</b>

“ There was such a good focus on practical identification of hazards and what we can do in our workplace. This is the first time I have walked away from a mental health workshop with ideas of what I can do to improve things. ”

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## What your team will gain

After the session, participants will leave knowing:

- Their legal and personal responsibilities to foster safe workplaces.
- The psychosocial hazards that can be present in any workplace.
- The specific factors that may drive the risk these hazards pose in veterinary workspaces.
- The psychosocial protective factors at work that protect and enhance our mental health.
- The current psychosocial hazards in their team and some initial strategies to address these.

# What's covered in CST AWARE?

## PART 1 Mentally healthy workplaces

Concept	Description
Why mentally healthy workplaces?	<ul style="list-style-type: none"><li>• The relationship between work and wellbeing from a positive and negative perspective.</li><li>• The benefits of mentally healthy workplaces including legal, organisation, team, community and individual benefits.</li></ul>
What is a mentally healthy workplace?	<ul style="list-style-type: none"><li>• Defining a mentally healthy workplace from proactively promoting mental health and wellbeing through to supporting those who may be unwell.</li></ul>

## PART 2 Making work a SAFE place to be

Psychological health and safety	<ul style="list-style-type: none"><li>• Key employee and employer legal obligations as they apply to mental health at work.</li></ul>
Psychosocial hazards	<ul style="list-style-type: none"><li>• An overview of the 17 psychosocial factors that can be present in any workplace as well as veterinary specific factors that may drive the presence of hazards in veterinary workplaces.</li><li>• How hazards can result in burnout.</li><li>• An interactive opportunity to identify the top 5 hazards in their workplace.</li></ul>

## PART 3 Making work a GREAT place to be

Performance based wellbeing	<ul style="list-style-type: none"><li>• The difference between good stress and bad stress.</li><li>• Understanding how people respond differently to stress.</li></ul>
Psychosocial protective factors	<ul style="list-style-type: none"><li>• Defining psychosocial protective factors that protect us from stress, bolster mental health or increase engagement.</li><li>• How to balance hazards and protective factors through the job demands-resources model (JD-R model).</li></ul>
Psychological safety	<ul style="list-style-type: none"><li>• Defining psychological safety as a shared belief that the team is safe for interpersonal risk taking.</li></ul>
Meaning and purpose	<ul style="list-style-type: none"><li>• Meaning and purpose as a motivational driver in veterinary work.</li></ul>
Interpersonal theory of suicide	<ul style="list-style-type: none"><li>• The importance of belonging and usefulness as protective factors against suicide risk and poor mental health.</li></ul>

## PART 4 Taking the pledge

The pledge	<ul style="list-style-type: none"><li>• Encourage participants to commit to action following the workshop.</li></ul>
Practical every-day actions	<ul style="list-style-type: none"><li>• Take away actions to prevent harm.</li><li>• Take away actions to promote the positive.</li><li>• Take away actions to protect wellbeing.</li></ul>