

# How are you managing the psychosocial safety obligations of your workplace?

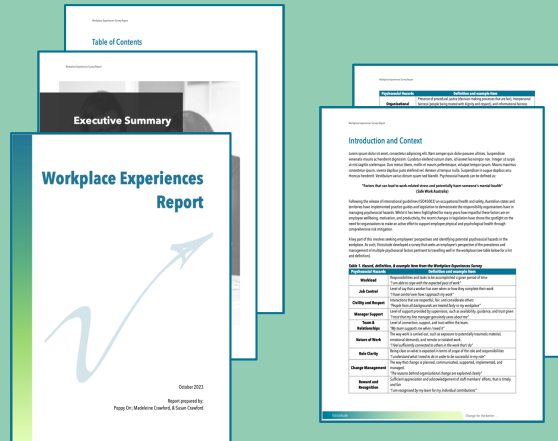
Vicissitude can expertly assist you with this through:

## ASSESSMENT

- ✓ We will work with you to design an approach that aligns with your organisational context and supports you to identify psychosocial hazards in your workplace.
- ✓ Our assessment identifies the psychosocial hazards that are captured in current legislation to ensure you are able to manage your risk effectively.
- ✓ In line with our design and to ensure the assessment is customised, we work with you to identify your current sources of data that will be used to shape and implement the survey.
- ✓ Following best-practice principles, we recommend the formation of an internal steering committee with high-level executive support.

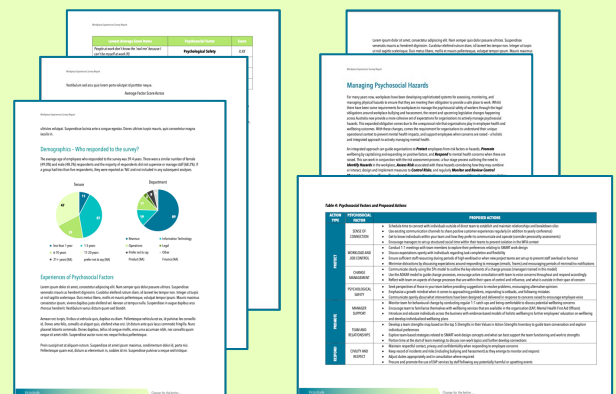
## INTERPRETATION

- ✓ Our personalised approach means we will support you to interpret your organisation's results. We offer practical suggestions that make a difference.
- ✓ Results are presented in a comprehensive Workplace Experiences Report, and we invite you to explore the key findings together in a results interpretation feedback meeting.



## IMPLEMENTATION

- ✓ Using the collected data, we provide recommendations that are aligned with best-practice for supporting psychosocial safety in the workplace.
- ✓ We can support you to implement all aspects of the recommendations, whether that is through training, action-planning with leaders, or exploring current work systems.



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GROWTH THROUGH CHALLENGE ◦ CONNECT WITH COMPASSION





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change for the better



[www.vicissitude.com.au](http://www.vicissitude.com.au)

### ***Why we do what we do?***

Vicissitude was created out of a desire to assist individuals, teams and whole organisations to respond positively to the inevitable ups and downs of our working lives.

We are all being asked to respond to change within our organisations, teams and broader lives, so at Vicissitude we ask, *'How can we change for the better?'*

Vicissitude is proud to work alongside many positive social impact organisations to assist them in being the change they want to see in the world.

### ***What do we do?***

Vicissitude is a team of workplace psychologists who enjoys working with individuals, teams, and whole organisations to develop evidence-based solutions that maximise organisational performance and optimise success.

We partner with our clients to support them across the entire employee journey in developing people-centred solutions that support employee effectiveness. Our focus is on wellbeing, culture, leadership, team dynamics, organisational development, coaching and developing positive plans for the future.

### ***How we do it?***

We take pride in getting to know our clients to ensure we deliver bespoke solutions that recognise the dynamic interplays within workplaces. Our approach is aligned with each client's unique organisational context and supports individuals to flourish and thrive through unlocking the alignment between systems, processes, and people.

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