

**Our mental health is key to our creativity, productivity and fulfilment.**

**And Grain gets it.**

A partnership with [The Circle Line](#)



## **Health = productivity + creativity**

Balanced mental health unleashes human potential.

People and groups thrive, efficiency and output grow when we're at optimum mental health.

And at work, we all need to be part of a psychologically healthy company culture.

At The Circle Line, we want to help you thrive.

So we've created a year-long partnership designed to help you do just that.

No pressure. No rules. You can use this however you want. It's for you.





## Here for you

We are doing this to support you to develop in whatever way you want.

All we ask is that you be open-minded, kind to each other and kind to yourself.

# The 1-year Programme.

## Listen

The Circle Line team are here to listen

- to your personal areas of interest and development.
- to your perspective and feedback on your company culture.

Anonymity assured.

## Talk

Regular company-wide communications to open up the conversation about mental health.

There is no stigma or mystery to self-development. It's a normal part of life and one we can all benefit from.

## Support

10x 1:1 sessions with a therapist of your choice.

For resilience and prevention.

Individual accredited therapist for each team member - chosen by you, dedicated to you, take your sessions as, when and where you want.

## Inform

Self-development + social interaction information at your fingertips - with:

- Seasonal self-development workshops (quarterly).
- Our online self-help library across the 6 areas of life.



## Our ethos.

Everything we do is underpinned by professional principles and established theory. Trusted, safe and real.

## Empirical basis.

### Deloitte's Mental Health & Employers Report, 2020

Finds 3 characteristics key to successful company mental health interventions:

- 1) Organisation-wide initiatives
- 2) Focused on prevention + resilience
- 3) Use technology or diagnostics to tailor support

### The Teal culture paradigm

We'll help Grain explore an emerging corporate model called "Teal culture". This recognises the importance of:

- 1) Treating people as whole humans
- 2) Being purpose-driven
- 3) Self-management, reassessing control

### Trusted professional principles

Everything we do is based on well-established psychological principles - from the individual support and development we offer, to our workshops and self-help content.





## Kick-start.

We'll be on the whole journey with you, guiding and supporting with all of our hearts, souls and minds.

First we immerse ourselves into your workplace, observing and talking with your team. We listen and learn about your culture and your amazing people.

## The Process.

### Step 1: We listen

We'll ask you all to complete a Sentiment & Fulfilment survey.

It's all online and completely anonymous. We promise.

### Step 2: Kick-start

Introduce: Welcome session for the whole company

We'll join your Slack channel and create your Grain x Circle Line page.

Deep-dive: to get to know you.

We'll start our workshops, first one focussing on management.

### Step 3: the 1-year Programme

- 1) Listen - insights + feedback encouraged via email and Slack
- 2) Talk - regular self-help conversation.
- 3) Inform - self-help library + seasonal workshops
- 4) Support - personal one-to-one therapist for everyone.

### Step 4: We feed back

We'll ask you all to complete a second Sentiment & Fulfilment survey at the end of the year - again, it's completely anonymous.

We'll study the results and produce a report of our findings to help other businesses too.



**No pressure. No prying. No group hugs (unless you want one).**

**This is for you.**

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## **We welcome you to be you**

We'd love you to be a part of this and take from it whatever you want.

We all need good work relationships and a safe company culture. That means you are allowed to dip in and out, and do it your way.

We've designed this partnership to help you thrive.

That's it.

So we invite you to bring yourself, an open mind, and a little bit of courage. At the end of the day, this is for you.