



For further details on the range of services available and to discuss your organization's needs, contact us at:

03-4550-1191 or
outreach@telljp.com

TELL Lifeline
03-5774-0992
9:00am-11:00pm/daily

TELL Chat
telljp.com
Saturdays 10:30pm to Sundays 9:00am

TELL Counseling
03-4550-1146 English
03-4550-1147 Japanese

TELL Business Office
TEL: 03-4550-1191
FAX: 03-3797-3665

www.telljp.com

TELL

CORPORATE

SERVICES

THE FACTS

- Millions of workdays per year are lost to mental health issues such as stress, anxiety and depression.
- The effect of depression on labor productivity in Japan costs more than US\$14 billion
- Depression-related presenteeism (attending work while unwell) in Japan costs US\$8.3 billion
- More than 26% of businesses surveyed by Japan's Ministry of Health, Labor and Welfare in 2014 reported cases of workers resigning or taking leave of more than one month for mental health reasons

A mentally healthy workforce is linked to higher productivity, greater creativity, lower medical costs and less absenteeism. The cost of mental illness to a business can be mitigated through timely diagnosis and appropriate treatment.

THE NEED

Employers face a unique and ever-changing set of challenges as the stresses on their employees increase and diversify in the workplace. There is pressure on employers to

- Create a work environment that is supportive of an employee's physical and cognitive health while at the same time achieve the company's stated goals
- Manage a diverse work force in a fast-paced, high stress work environment
- Help employees navigate the demands on their time and energy, allowing them to be as effective and efficient as possible and less absenteeism

THE SOLUTION

TELL Corporate Services helps you:

- Increase employee and manager awareness of stress-related mental health issues and the impact on personal well-being and organizational productivity, and
- Provide customized professional and therapeutic services to your team that increases positive mental health, overall employee satisfaction, and output

THE COMMITMENT

TELL Corporate Services will:

FOR YOUR COMPANY

- Administer a stress assessment to all employees in English or Japanese. For organizations with over 50 employees, this is required by the Ministry of Health, Labor and Welfare.

FOR YOUR EMPLOYEES

- Provide confidential results of stress assessments, along with a guide to "next steps" including consultation with professionally trained and licensed therapists
- Provide professional counseling sessions to those who request it
- Understand how to manage work-related stress through lifestyle choices
- Maintain appropriate boundaries between work and personal life

FOR YOUR MANAGEMENT TEAM

- Improve understanding of which employees may require support and help
- Help understand the value of focusing on employees' well-being to increase productivity, decrease absenteeism/presenteeism, greater retention, and reduce medical costs to the organization
- Provide tools to understand and support their team's well-being

TELL Corporate Services is a bilingually administered program that includes:

- Delivery of workshops designed for both employees and managers covering an array of topics including stress management, work-life balance, bullying in the workplace and others
- Seminars to help managers identify employee stress issues and provide them with the tools to reduce employee stress and improve organizational productivity
- Stress test administration and communication of individual results to employees as well as overall reporting of collective data to the human resources management team
- Communication to employees of "next step" options to mitigate work-related stress (e.g., making work-life balance lifestyle changes, seeking counseling for more serious issues)
- Provision of professional counseling sessions to those employees who request it
- Program management including the development of program guidelines, mental health crisis management plans, and administration manuals
- Preparation of program reporting for the Labor Standards Bureau