

Mental Health Literacy & Resilience at Work

Track A — A Closer Look, Tailored to Your Team

Thank you for your interest in this track. Here's a detailed, module-by-module look at what your team will actually cover, so you know precisely what you're getting before you choose a format.

Track A is a seven-module curriculum that builds from the individual outward: it starts with your team members' own values and understanding of mental health, moves through stress, resilience, and emotional regulation, and ends with the practical skills — time, energy, and self-care — that make everything else sustainable. Every module is grounded in named, peer-reviewed research or established clinical frameworks, not generic wellness advice, and every module includes hands-on worksheets your team completes and keeps.

Tier Overview

Available in-person (in Amman), virtual, or hybrid — delivery is tailored to your organization's needs.

Tier	Duration	Group Size	Best For
Single Session	2 hours	12-15	Any one module below, delivered as a focused, low-commitment introduction.
Short Track	2 days	12-15	All seven modules of Track A, condensed and application-focused for busy teams.
Full Program	2 weeks	12-15	Track A combined with Track B — the complete program, paced to make the learning stick.
Manager Add-on	2 months	12-15	An ongoing coaching cadence for managers and HR after the core program.

LAUNCHING SOON

Inside the Curriculum

Short Track and Full Program both deliver every module below in full, with all worksheets. Full Program allows more time for discussion, role-play, and the closing follow-up touchpoint. Single Session lets you choose any one module as a standalone 2-hour introduction.

- 1

Foundations: Understand Yourself

Before any workplace skill-building begins, your team explores their personal values across every area of life — not work alone — and builds a short personal vision of what a work life worth living looks like. This grounding module gives every skill that follows a genuine personal "why."

Grounded in: values-clarification work from *Acceptance & Commitment Therapy* (Hayes, Strosahl & Wilson), and Marsha Linehan's "life worth living" framework from *Dialectical Behavior Therapy*.

2 worksheets
- 2

Understand Your Mental Health & Wellbeing at Work

A clear, non-clinical grounding in what mental health actually is — a moving spectrum, not a fixed label — how everyday stress differs from a clinical disorder, and why protecting mental health at work is a shared responsibility between individuals and their organization, not the employee's job alone.

Grounded in: the WHO's *Ottawa Charter* and 2005 mental health framework, the WHO/ILO's 2022 *Mental Health at Work* guidelines, and *Mental Health First Aid's* "notice, don't diagnose" principle.

1 worksheet
- 3

Mental Health Awareness, Stigma & Help-Seeking

What actually strains mental health at work, why stigma keeps people silent even when support exists, the warning signs worth a closer look — including a clear, supportive protocol for what to do if you're worried a colleague may be at risk — and exactly where to turn, including how validated self-assessment tools are used safely and privately, never as a diagnosis or something shared with the organization.

Grounded in: Acas workplace mental health cost data, Petrie et al. (2018, *Australian & New Zealand Journal of Psychiatry*), and DSM-5-TR's clinical definitions.

4 worksheets
- 4

Understanding & Managing Workplace Stress

Three independent, large-scale studies reshape how your team thinks about stress itself: that believing stress is harmful may do more damage than stress itself, that consciously reframing your body's stress response measurably changes it, and that reaching out to others under stress is a protective biological response — not a weakness.

Grounded in: Keller et al. (2012, *Health Psychology*), Jamieson, Nock & Mendes (2012, *Journal of Experimental Psychology*), and Poulin et al. (2013, *American Journal of Public Health*).

2 worksheets
- 5

Resilience & Positive Coping

Three practices shared by people who navigate real hardship without being flattened by it, the skill of preparing for predictable stress before it hits — including recognizing burnout early, using the WHO's own framework for it — and a fast, physical technique for the moments a crisis is already underway.

Grounded in: resilience researcher Lucy Hone, Aspinwall & Taylor's (1997) *proactive-coping model*, the WHO's burnout framework, and *Dialectical Behavior Therapy's* PLEASE skill.

2 worksheets

6 Emotional Regulation & Problem-Solving

A simple framework for any difficult moment — solve it, reframe it, tolerate it, or stay stuck — followed by concrete tools for each path: a five-step problem-solving process, cognitive reframing, naming emotions to defuse them, deep breathing, and mindfulness.

Grounded in: Marsha Linehan (DBT), Stephen Covey, Aaron Beck's cognitive model, Lieberman et al. (2007, Psychological Science), and Jon Kabat-Zinn's MBSR.

6 worksheets

7 Time, Energy & Self-Care

Practical control over priorities, delegation, focus, and boundaries — including healthy limits around after-hours messages and constant connectivity — extended into physical energy, a grounding morning routine, genuine social support, gratitude, and a closing personal development plan that turns everything learned into one real, trackable commitment.

Grounded in: Rubinstein et al. (2001, task-switching costs), Hyman et al. (2010, inattention blindness), and Cohen & Wills' (1985) classic social-support research.

10 worksheets

Manager Toolkit: Supportive Conversations & Reasonable Accommodations

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Managers often want to support a struggling team member but don't know how to start the conversation or what to offer. This upcoming module will give managers a simple, supportive script for checking in, plus real examples of reasonable workplace accommodations — flexible hours, temporary role adjustments, extra check-ins — turning good intentions into real support.

Coming to: the Manager Add-on tier. We'll let you know as soon as it's available.

How We Deliver This Program

Notes on how we structure delivery to make the learning stick — and handle sensitive topics with care:

- The program opens with a grounding module on personal values, then a clear, non-clinical foundation in mental health, so participants have a personal anchor and a shared vocabulary before more sensitive topics are introduced.
- Self-assessment tools are for personal insight and reflection only — never scored or shared with the organization, and always framed as a starting point for a conversation with a professional, not a diagnosis.
- Facilitation is led by a licensed counsellor with clinical and humanitarian experience, so sensitive topics are handled with appropriate care throughout.
- A brief follow-up touchpoint, 2–3 weeks after the program, helps make the learning stick.
- Each participant keeps a short, focused reflection log, tied to the personal self-care plan built in Module 7 — practical, not administrative.

We're happy to tailor this further to your organization — the module mix, format, and duration can all be adjusted to fit your team precisely. Pricing is \$14 per participant across all tiers, with final quotes tailored to group size, format, and delivery timeline.

Reach out to schedule a short call or request a custom quote — we look forward to working with your team.

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