Mentally fit program

For sharp, fresh and energized employees

Just like you, we see how quickly stress and pressure at work can lead to long-term absenteeism. Yet action often comes too late. In the technical sector, absenteeism averaged 6.7% in 2024, which is 1.5% higher than the national average of 5.2%. Among FME companies, it even rose above 9%.

Prevent mental burnout before it costs your organization dearly

Mental health issues account for 25% of all absenteeism. It often goes unnoticed, but keeps working beneath the surface. Stress, burnout, and poor work-life balance are often left unspoken, until the rising costs can no longer be ignored. But the real impact is felt daily by HR professionals and managers:

- Overburdened colleagues
- Increasing workload
- Higher risk of even more absenteeism

How can HR stay ahead of this?

With the new mentally fit program, you gain control over employee engagement and mental well-being, before absenteeism occurs. We help you recognize early warning signs and proactively strengthen your team. Practical, accessible and immediately applicable within your organization. The results:

- Less absenteeism
- Lower costs
- A stronger, more resilient workforce.

Our approach: smart interventions



Mentally fit workshop

A workshop for all employees and managers.



Employability coaching

Identify and support employees before absenteeism occurs.



Workshops and training

To empower managers and strengthen employees.



Structural integration into HR policy

As a key partner, we help you to embed employability.

Mentally fit program

Individual interventions or a complete program. It's your choice where to start.

Awareness and activation of employees and managers:

Goal: encourage open conversations about mental fitness and activate both employees and managers.

- 'Mentally Fit' workshop: to start with managers, followed by employees. Interactive, accessible, and filled with relatable examples. Roundtable discussions on themes like stress, balance, energy boosters/drainers (what's affecting you?).
- Mental resilience questionnaire: brief, focused on awareness and early detection.
- Every employee proceeds to an employability conversation.

Individual support for employees

Goal: support employees before they drop out.

- Employability coaching: follow-up for employees showing signs of stress, imbalance, overload.
- A 'raise-the-flag ticket' for an employability conversation.

Strengthening leadership for managers

Goal: train managers to recognize signals and take appropriate action.

- Grip on employability' training: focused on early detection.
- Workshop on conversation techniques.
- Leadership skills training.

Structural embedding of mental fitness

Goal: embed mental fitness into policy and organizational culture.

- Mental fitness report based on roundtable discussions and resilience questionnaires.
- Periodic use of the mental resilience questionnaire.
- Regular workshops, training sessions, and/or themed sessions such as: "From work pressure to work happiness", "Personal leadership", "Pleasure in your work", ...
- HR advice & monitoring: how to embed the program into policy, culture, and performance review cycles?

"Mentally fit: a personal approach, powerful results."

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