Mental Fitness Program

For sharp, focused, and energized employees

Like you, we see how quickly stress and workload can lead to prolonged absenteeism. Yet action only comes when it's too late. In the technical sector, **absenteeism averaged 6.7% in 2024**, which is 1.5% higher than the national average of 5.2%. At FME companies, this rose to over 9%.

Prevent mental burnout before it costs your organization dearly

Of total absenteeism, 25% is mental in nature. It often develops invisibly, but builds beneath the surface. Stress, overload, or a disrupted work-life balance go unaddressed for too long, while the costs keep rising. But as an HR professional or manager, you feel the real impact every day:

- Colleagues becoming overloaded
- Increasing workload pressure
- The risk of even more absenteeism

How do you stay ahead of this as HR?

With the new Mental Fitness Program, you gain control over workforce availability and mental health — before absenteeism sets in. We help you recognize the early warning signs and proactively support employees. Practical, accessible, and immediately applicable within your organization. With results including:

- Less absenteeism
- Lower costs
- Greater resilience in the workplace

Our approach: smart interventions

Mental Fitness Workshop

Workshop for all employees and managers.

Workforce Availability Coaching

Identify and support employees before absenteeism takes hold.

Training & Workshops

To strengthen leadership capabilities and empower employees.

Structural HR Policy Integration

As an essential partner, we think alongside you in embedding workforce availability into your organization.

Mental Fitness Program

Individual interventions or a complete concept
Your choice where to start

Awareness and activation of employees and managers

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

- Workshop 'Mental Fit'. First for managers, then for employees. Interactive, accessible, with relatable examples. Roundtable discussions on topics like stress, balance, and energy boosters/drains (what's going on for you?).
- Mental workload questionnaire: Anonymous, brief, focused on both awareness and early identification.
- Every employee follows up with a work capacity conversation.

Individual support for employees

Goal: support employees before they burn out.

- Work capacity coaching: follow-up for employees showing signs of stress, imbalance, or overload.
- A 'pull-the-alarm ticket' for a work capacity conversation.

Strengthening leadership skills

Goal: train managers to recognize warning signs and act on them.

- Manager training 'Getting a grip on work capacity'. Focus on early identification.
- Workshop 'Conversation techniques'.
- Training 'Leadership skills'.

Structural embedding of mental fitness

Goal: anchor mental fitness in policy and culture.

- Report on 'Mental Fitness' based on roundtable conversations and workload questionnaires.
- Periodic use of mental workload questionnaires.
- Periodic deployment of workshops, trainings, and/or themed sessions. Such as: "From work pressure to work happiness," "Personal leadership," "Finding joy in your work."
- HR consulting & monitoring: how do you embed the program into policy, culture, and the performance review cycle?

"Mental Fitness: a personal approach, real results"

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