

Workforce Wellbeing *in a Post-Covid World*



“My RTT session with the therapist was wonderful it uncovered where the negative beliefs came from. The modalities used were everything I needed to hear and I absolutely loved the recording it all resonated with me perfectly.”

Introduction

Hello there

The pandemic has turned the world of work upside down and many businesses are having to restructure the very fabric of their organisation.

Our corporate model has been based on remote working ever since launching the RTT school in 2015. When lockdowns were introduced, we already understood the dynamics of a global workforce based at home and it was business as usual.

Hybrid working means that business leaders need to find new ways to support their staff. Without office gyms and free-bar Fridays, what incentives can companies use to attract the Instagram-driven millennials and Gen Zs?

As working from home becomes the rule rather than the exception, the main asset of any company will be its people. A happy workforce is a productive workforce and research conducted by Deloitte amongst 9000 employees at the end of 2020 found 80% identified wellbeing as critical to the success of their organisation. Without the daily support of colleagues within an office environment, the need for a robust wellbeing strategy should top the agenda of workforce benefits. As well as the stress of adapting to a new way of working, the pandemic has created a tsunami of anxiety with one in five UK adults admitting to Covid-related stress.

If people feel confident to ask for support as soon as they need it, the quicker they will be back up to speed and fully contributing again. No-one wants to hang around waiting for treatment, especially if their mental wellbeing is taking a nosedive. Neither does anyone want it to take forever to get fixed.

As a therapy provider, we asked our clients for their insights on RTT and how their workplace is changing when it comes to mental health matters.

“The impact was more around the shift in my perception, the story I told myself and the feelings that created. That awareness then shifted my focus which then had a domino effect on other things”

Why we did this

We wanted to find out from RTT clients what made its approach *stand out*.

1. How quickly were they able to access RTT?
2. How soon did they experience a change for the better?
3. Why did they need help and what other therapies and mental wellbeing had they tried and was this offered at their workplace?
4. As employees, did they feel supported by their place of work when it came to mental health and were they comfortable opening up about the topic to their managers?

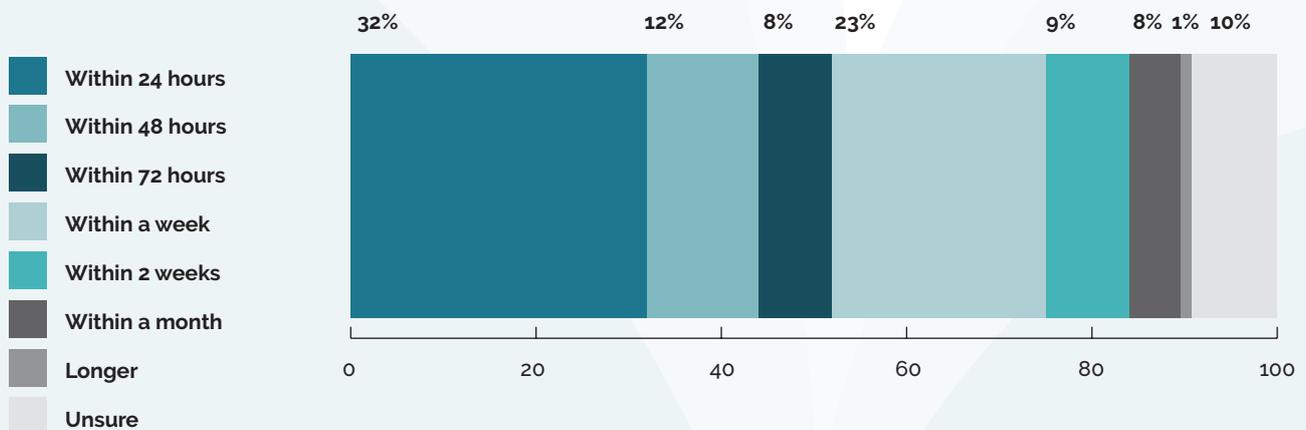
When people are crying out for help, the *need is immediate*

If you break your arm, you're not told to wait a few months to have it put in plaster. If someone breaks into your house and steals something, the police don't suggest you wait until the burglar comes back and threatens your life. But this is *exactly* what is happening in the *mental health arena*.

When someone cries out for help, their employer needs to be set up to hear them. Employees whose mental wellbeing is suffering won't be able to perform at work. Nobody likes to feel like they are not contributing and this added anxiety can exacerbate their already fragile mindset. That's why it is *critical* for someone to be able to *access therapy as soon as they need it*.

That's why the corporate world is sitting up and taking notice of RTT. Out of **228 clients** we spoke to, **31.6% were seen** by an RTT therapist **within 24 hours**, **11.8% within 48 hours** and nearly **75% of clients accessed treatment within a week**. Modalities like CBT can take between 7 - 10 days whilst national healthcare providers' waiting lists can be as long as 18 months before people get the help they need.

How long did it take for clients to access an RTT therapist and start the intervention

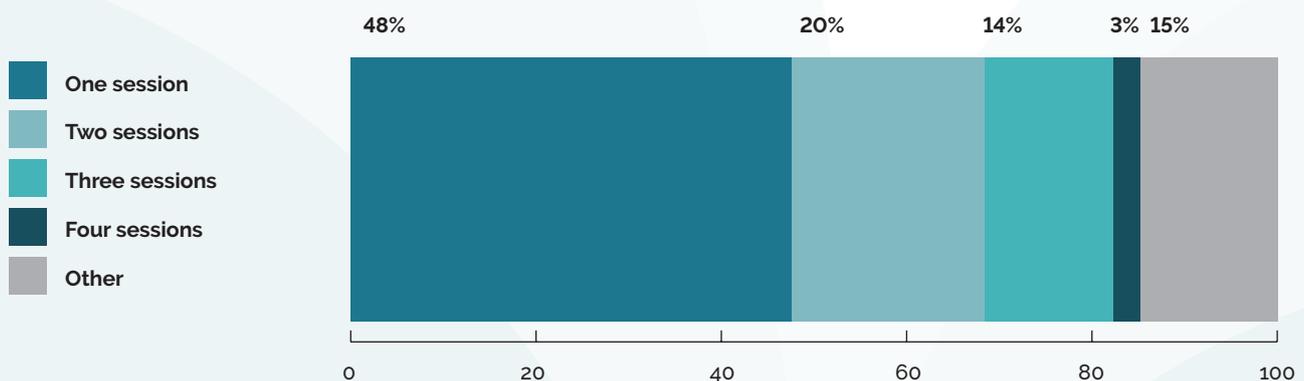


People don't want to be *stuck in therapy* for years

Some people spend years in therapy trying to unpack their emotional baggage. In our time - poor society that feels like a big commitment, especially when juggling work, family life and everything else that goes with being human. Therapy can also get very expensive - let's say you attend for an hour a week over the course of a year. With the average session costing around £150, that adds up to an annual bill of over £7000. And if employers are paying for this, the cost becomes untenable.

RTT continues to grow in popularity because of the speed at which it works. Out of **227 clients** interviewed, **48% needed just one 90 minute RTT session** to overcome their issue with 20% requiring two. At a cost of £300 per session, RTT represents a faster, more cost effective alternative to more traditional therapeutic approaches.

Amount of RTT Sessions required per client



“I truly feel the best
I have ever felt and
at 69 years old
that is awesome,
I love RTT
and what it has
done for me”

RTT is either the *'first port of call'* or the *'last chance saloon'*

Compared to other therapies, RTT is a relative newcomer having only become widely available for the past five years. Often people discover it by chance having tried other modalities to improve their mental health. Around 77% had tried other modalities including CBT, counselling and EFT or complementary therapies such as reiki before reaching out to an RTT therapist.

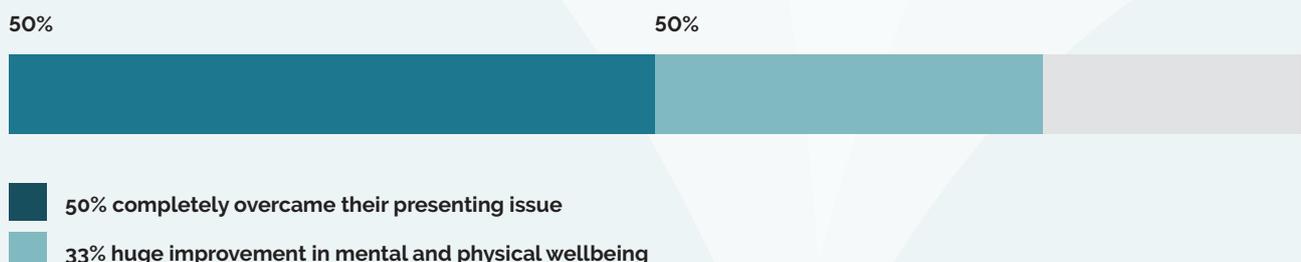
However, awareness of RTT is growing and **33% opted for RTT as their first treatment choice.**

Having asked *199 clients*, **50% found RTT helped** them to **completely overcome their presenting issues** with the added benefit of feeling a lot better physically. A further **33%** noticed a **huge improvement in both their mental and physical wellbeing.** Research has shown that CBT alone is 50-75% effective for overcoming depression and anxiety but only after 5 – 15 modules.

What about longer term? **69%** reported that they were **doing just as well 7 months after** their session.

Findings like these make startling reading and, again, show why **RTT is** increasing in popularity as **the go-to workplace therapy**

Impact of RTT on a client's main reason for seeking support

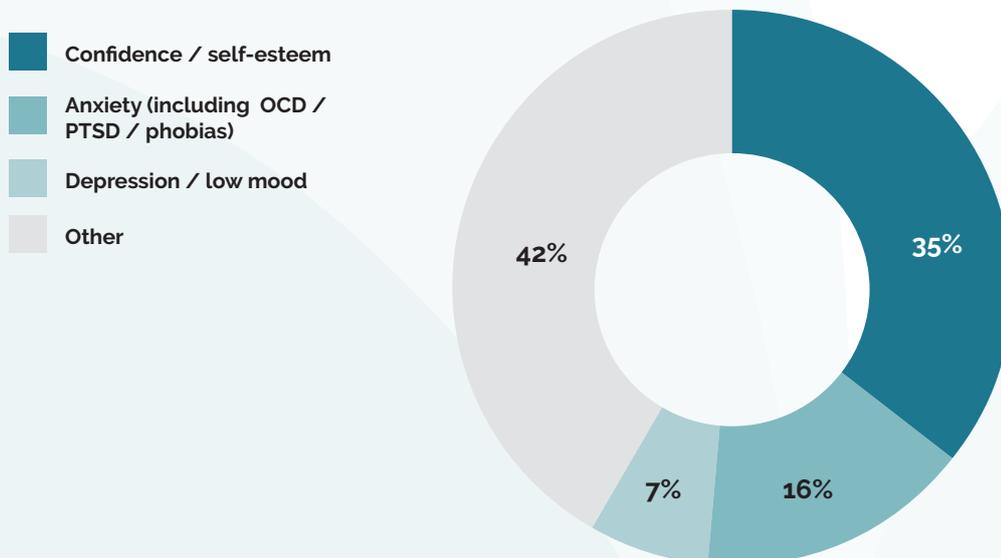


What *issues* does RTT *address*?

Within the group of 346 we spoke to, 35% of clients were struggling with self-esteem and confidence whilst anxiety and stress accounted for 16% of RTT clients.

However, thanks to its unique approach, **RTT works across numerous presenting issues** from depression through to addiction, and chronic pain. No matter what the issue, if someone is suffering it is going to impact their ability to give their best at work. Employers need to be mindful of this and understand that mental wellbeing goes beyond just depression and anxiety.

Main outcome clients wanted to achieve when considering RTT in the first place



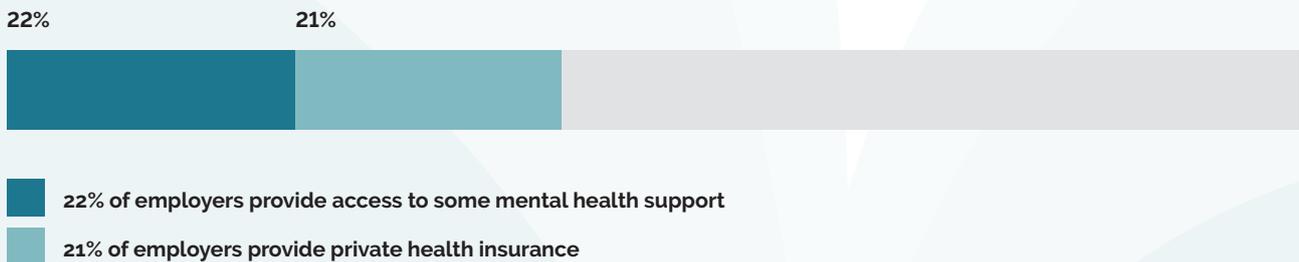
Are workplaces *open-minded?*

There used to be a huge stigma around mental health - it wasn't something people were encouraged to talk about, especially at work. *Has this changed?*

We talked to 100 clients about this and **nearly 25% were completely comfortable talking about their wellbeing** to their manager. However, 15% still believed it to be a taboo subject which suggests that employers still have a long way to go to enable their teams.

What sort of wellbeing support is available in the workplace? The **majority of employers (28%) offer no support** of any kind to employees and when they do, 25% focus on work-related training and development. The good news is that 22% of employers provide access to some mental health support, be it counselling or support services whilst 21% provide private health insurance for people.

Wellbeing support offered in the workplace by Employers



What *should* employers do?

If a business wants to thrive, it needs to **make its employees the top priority**. The post-Covid landscape means there is a new workplace paradigm with hybrid and flexible working conditions. With these come new challenges to create a sense of belonging despite being based at home.

Mental wellbeing should be at the heart of any business given the impact changes to the physical working environment, the anxiety surrounding the uncertainty of the pandemic and what the future holds already having taken its toll globally on mental wellbeing.

The cost to businesses has been huge. Most have been financially hit by Covid and the cost of employee sickness and absenteeism has added to this. Making employees feel valued and safe by offering the right type of support when it's needed will underpin both their mental and physical wellbeing.

Everyone within a company needs permission to talk about mental health and also know how to listen to co-worker, able to recognise when a colleague needs support and with a structured support protocol in place.

Our research shows that **RTT can be accessed quickly and result in positive change for the vast majority of employees**. Our clients talk about RTT giving them the ability to regain control over negative thinking together with an improvement in their ability to focus and a new sense of purpose. This type of positivity is *exactly what employers should relish* within their workforce as it **ensures higher productivity**. What's more, many people put happiness over the higher salaries that come with constant career moves.

If you would like to find out more about **RTT in the Workplace**, email rttmethod@marisapeer.com

RTT Method

Improving interventions through research

Our aim is to ensure our independently reviewed research will give more people access to RTT via service providers such as the NHS by proving its effectiveness in treating a range of issues at speed.

What is RTT?

RTT is an innovative and critically-acclaimed therapeutic approach drawing upon powerful tools and techniques to offer fast, long lasting results.

Its roots come from within traditional areas of psychotherapy including aspects of Gestalt, Solution Focussed, and Cognitive Behavioral Therapy alongside more modern therapeutic techniques such as deep relaxation, mindfulness, and hypnotherapy. It is already being used within the medical profession, schools, multinational corporations as well as by business leaders and athletes.

Its personalised approach works with clients to reframe any negative beliefs, values, habits and emotions - many of which they have carried with them since childhood. Often these have been so deeply buried in their subconscious, they are unaware of the past issues affecting them.

By helping a client to alter the way they think and put an end to negative self-talk, they can approach life in a positive way impossible prior to RTT.

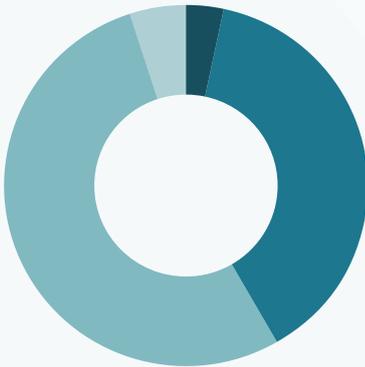
What issues does it address?

We have over 10,000 registered RTT therapists globally who can be accessed via our dedicated RTT register. Many of these therapists specialise in specific areas working with children and adults which include:

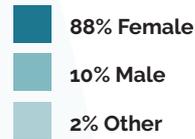
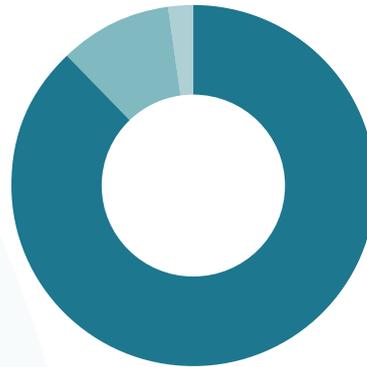
- Anxiety
- Confidence/self esteem
- Depression/low mood
- Finding your purpose
- Eating disorders
- Addictions
- Insomnia/sleep issues
- Autoimmune conditions
- Physical pain
- Phobias/fears

Client Demographics

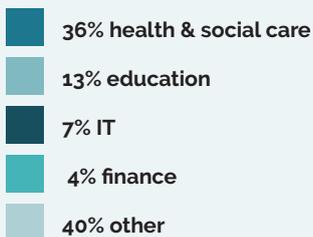
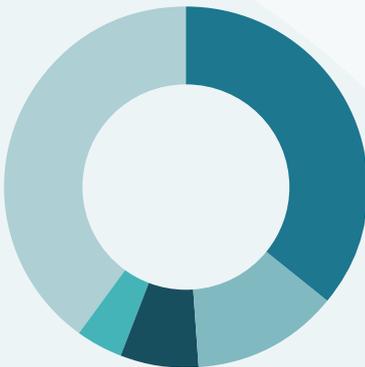
Age



Gender



Industry Sector



Location

