

Phase 3:

Planning for Future Success

In the final weeks of this program, we will review the support and formulate a plan to ensure it remains integrated within the employees working life. This will include checking for employee understanding, to guarantee that the appropriate level of knowledge and skills has been transferred to allow staff to thrive. This will be achieved through social validation interviews, which will show up any aspects of the working environment that have facilitated an increase in the psychological flexibility of staff.

Producing true change and impact at both an organisational and employee level.

A period of reflection will also be made available for all staff to consider future areas of growth, and this will form a monthly review for them to complete via an online form. We will revisit metrics that were developed in the research phase, to give an indication of the programs impact and ensure staff can continually grow as they attempt to implement these skills.

We will also facilitate the development of an action plan for each staff member that will serve as a road map, guiding them along their new value driven path. After three months we will the revisit the company and employees, to celebrate instances of when then they have shown a Flexible Mind in the workplace. We will also discuss further examples of how they can bring this Flexible Mind attitude to their working day.



42%

The percentage increase in goal achievement for those who write their goals down, versus those that do not (Matthews, 2015).