



VISE

MENTAL FITNESS

Create Rock-solid **RESILIENCE** in Early Careers

Make confident decisions

Learn, grow & achieve goals

Operate beyond comfort zone

Manage stress & reduce burnout

Resolve conflict with self & others

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V I S E

CAREER ONBOARDING

A 12-month resilience and confidence building programme to support the transition from education into the workplace, setting young professionals up for success with strategies to optimise

Values - Impact - Strength - Energy

PROGRAMME OVERVIEW

Each month participants will receive:

- Themed webinar* (pre-recorded)
- Small group accountability sessions
- Between session digital prompts
- Participant access to coach Q&A

Plus each quarter:

- Metrics report to track engagement

*Full programme details can be found at the back of this pack

Quarter

01 VALUES



- 1: Identity & boundaries
2. Balance in work & life
3. Motivation & well-being

Quarter

02 IMPACT



- 4: Nurturing relationships
- 5: Perspectives & gratitude
- 6: Managing distractions

Quarter

03 STRENGTH



- 7: Utilising strengths
- 8: Developing resilience
- 9: Reflecting for growth

Quarter

04 ENERGY



- 10: Stress & burnout
- 11: Healthy conflict
- 12: Daring to dream big



“ A smooth sea never made a skilled sailor ”

The challenges faced by young professionals in the first year of their career may be overwhelming at times. Our VISE Career Onboarding programme ensures young professionals develop the rock-solid resilience, confidence and work ethic needed to embrace all challenges with positivity and proven mental strategies.

• Franklin D. Roosevelt

The result?

Control of mind and emotion, increase in solution-focussed thinking, improved productivity, job satisfaction and retention.

We want and need young professionals to be challenged and stretched in order for them to grow into the leaders of tomorrow. With VISE Career Onboarding new employees embrace growth without fear and stand tall alongside more experienced colleagues, contributing positively with willingness and determination to succeed. The impact creates a ripple effect throughout the organisation, with Managers time freed up to focus on creative, proactive leadership.

PARTICIPANTS WILL:



- Build resilience to cope with high workloads
- Innovate when faced with limited resources
- Prioritise tasks and manage multiple/complex case-loads
- Collaborate creatively with others
- Establish professional identity and 'fit' within the organisation
- Learn effectively and handle pressures of assessment/probation
- Make consistently sound judgements in high pressure environment
- Make defining decisions about their future
- Balance priorities in work & beyond

“If you've got the confidence and the work ethic, you can make any dream come true.”

~ Bret Har

OUR CLIENTS

Our clients recognise that when their staff feel great, they do their best work.

Typically, we work with organisations already investing wisely and significantly in well-being and growth training, encourage a culture of openness and empathy and have comprehensive systems to respond to emerging issues in real-time.

AND...employees report feeling stressed, not good enough and worry excessively about making mistakes. Staff shy away from difficult conversations and often struggle to ask for help. There is increasing pressure on Managers to support each individuals' needs which can become consuming and stress-inducing.

Mental Fitness offers a solution that goes beyond insights. Together we create the habits needed to transform thinking and behaviour so that every member of the team has rock-solid resilience and 100% trust in self and others.



Initial Consultation

- Discussion of needs, expectations & employee journey

Deposit / Set up fee due

- Programme Lead meeting (2hrs) to co-design employee experience
- Agree timelines, points of contact and desired metrics.

Register participants

- Each Participant will receive a Registration Invite Email
- Participants consent to Programme Code and Ethics

Kick-off session* (4hours)

- Introduction to mental fitness
- Programme overview
- Baseline metrics

Content delivery

- Directly to participants via app
- Themed webinar (pre-recorded)
- Prompts for engagement
- Access to coach Q&A

Group coaching sessions (required)

- Two per quarter - 90mins
- Delivered online via Teams
- Small accountability group
- Themed coaching exercise

Monthly topic session (optional)

- Review of monthly topic
- Live and interactive discussion

Individual sessions**

- Additional support available

Quarterly report

- Issued to the Programme Lead
- Track engagement and progress.



COSTS

£750 - set-up fee & kick-off session*
£350 - per person per year

***Additional travel costs for in-person delivery**

****Individual sessions booked at a discounted rate of £65**

PROGRAMME CONTENT



Quarterly Focus	Monthly Theme	Coaching Question to Explore
VALUES	Identity	How will I show up in the workplace?
	Energy	How will I balance work & life commitments?
	Rewards	How will I stay motivated & feel great?
IMPACT	Connection	How will I nurture relationships in work & beyond?
	Perspective	How will I acknowledge & practice gratitude?
	Focus	How will I recognise & manage distractions?
STRENGTH	Strengths	How will I identify & utilise my strengths?
	Resilience	How will I respond to obstacles & setbacks?
	Reflection	How will I continually reflect & grow at work?
ENERGY	Stress	How will I maintain optimum stress levels?
	Conflict	How will I engage in healthy discussions?
	Aspiration	How high do I dare to dream?

PROGRAMME FACILITATOR

Jacqueline is a Certified Imagery Coach and Practitioner of Positive Intelligence. She holds a Masters in Occupational Psychology and is currently on the Accelerated route to becoming a Chartered Coaching Psychologist.

With 15+ years experience in leadership and performance coaching, Jacqueline brings a real sense of passion and purpose that reflects in the energy of the sessions and the attention to detail in the individual follow-up.

“ It is important to me that everyone feels valued, inspired and supported as they step out of their comfort zone and explore what’s truly possible in their career. ”

