

Become a Certified Resilient Workplace



Mission

The **Certified Resilient Workplace (CRew)** program empowers and acknowledges organisations that proactively foster a culture of resilience, enhancing mental well-being by prioritising preventative mental health strategies.

Our mission is to transform workplaces into supportive, thriving environments, creating a world where mental health is not just managed, but championed.

Why Resilience

Hello Driven is a research and training organisation that is at the forefront of developing a comprehensive model of resilience that protects mental health and develops thriving communities and organisations.

Bringing this model to life, the CRew program provides a tangible and measurable approach to develop a culture of resilience through accredited neuroscience-based tools.

Together with our founding partners, the **CRew program symbolises best practice** – a roadmap to embed a philosophy of prevention. Participation in the program shows a commitment from an organisation to more beyond being reactive, and towards being **proactive**.

Recognition

CRew awards can be achieved by **whole organisations or by groups or departments separately**.

Each organisation or group who achieve any status level will be formally recognised through the program and receive a certificate, digital badges, a social media post, and a public listing.

This recognition can be used to advertise and display the organisation's proactive mental health efforts.



Receive a **certificate** of achievement to commemorate the level reached



A **social media post** by Hello Driven to announce the achieved status level



Digital badges of the achieved level that can be used in email signatures, on company websites, and printed materials



A **public listing** on hellodriven.com noting that achieved status level and any related achievements

Status Levels

CRew status is based on the coverage of training across an organisation. Different levels of training coverage enable the achievement of each CRew status levels: **Pioneer, Advocate, and Leader.**



PIONEER

Initial actions taken to build towards a culture of resilience.

Targets

2% of staff completed Community Development (RFA Certified personnel within the current year, to be maintained each year)



ADVOCATE

Broader steps to create a supportive culture that values prevention, alongside effective general staff training.

Targets

5% of staff completed Community Development (RFA Certified)

25% of staff completed Personal Development training

Example

The Rehabilitation team at an Aged Care facility aims to achieve **Advocate** status.

They have 45 full time and part time staff.

- They get 3 staff RFA Certified (*Community Development of 5% * 45 = 2.25, rounded up to 3*)
- And they get 12 staff to complete RFAST (*Personal Development of 25% * 45 = 11.25, rounded up to 12*)

With their targets met, they then apply for recognition at Advocate level, citing their total staff numbers and training achieved.



LEADER

Meet best practice targets for resilience training and awareness.

Establish an ingrained culture of prevention for mental health at all levels.

Targets

7% of staff completed Community Development (RFA Certified)

50% of staff completed Personal Development training

Achievements

Additional achievements beyond these targets are also publicly recognised, including general staff and management layer training achievement levels, and the provision of resilience training access to family members of staff.

At this level, an organization can use the gold Leader badge to display its status, or alternatively the blue **overall program achievement badge** can be used as shown below:



Application

Status level targets apply to full time, part time, or other members that are part of an organisation or group.

- Any organisation or group of 5 or more people can apply for recognition if they meet the targets for a status level
- Targets are the same for all organisation sizes
- Note that percentage targets are to be rounded up to meet each level

Start Your Application

CRew application form – driv.ai/crewapply

More information - email us at: info@hellodriven.com



Training Recognised

As a framework for prevention in mental health, the CReW program builds on the peer-reviewed **Predictive 6 Factor Resilience (PR6) Model**. The PR6 provides a cohesive framework for mental, physical, and relational health.

This enables a centralised approach to build connected resilience across all levels of the organisation. Using this framework, CReW recognises preventative training to work towards creating a resilient workplace. This recognition spans two categories:

Community Development

Training aimed at building skills that contribute to improved connection and awareness at a community and cultural level to create a supportive environment.

The Resilience First Aid (RFA) certification program is the primary requirement for developing proactive knowledge, awareness, and skills that contribute to building a culture of resilience. RFA's value includes:

- **Accredited** as a best practice suicide prevention program
- **Science-based**, building on recognized frameworks and the peer-reviewed PR6 model
- **Proactiveness**, extending its focus into everyday conversations that build resilience
- **Measurable**, through certifications and assessments



Community Development targets are based on valid RFA certifications within the organisation or department as a percentage of total staff, and must be maintained to retain the status level

Personal Development

Training aimed at building personal resilience skills within individuals themselves.

The aim is to train individuals to proactively manage their wellbeing and protect mental health given the challenges they will face in life as well as in their specific occupations.

Recognised training includes:

- **PR6 Workshops** – Coach-led training across the six resilience domains
- **Driven Resilience App** – Daily digital resilience training access (included in RFA)
- **Resilience First Aid Starter Training (RFAST)** – 2-hour introductory course
- **High Adversity Resilience Training (HART)** – Advanced resilience skills
- **PR6-Aligned Training** – Assessment of other programs to count towards targets



Personal Development targets are based on certifications of training, number of staff accessing online training, or counts of staff attending PR6 aligned training courses. Counts need to be maintained on a yearly basis

Note - External training submitted to be assessed as PR6-Aligned training will incur an assessment fee depending on the complexity of the training

▶ CReW Application Form: driv.ai/crewapply