

Aims of the Staff Counselling and Psychological Support Service

The Staff Counselling and Psychological Support Service supports the strategic aims of the University by augmenting the psychological health and resources of staff.

- To provide timely psychological consultation and support to staff experiencing stress, distress or psychological challenges and enabling them to function more effectively.
- To facilitate the development of psycho/socio/emotional and self management competencies for all staff. To offer specific support, and tools for those in leadership or management roles or staff who have particular psychological challenges in their work or working relationships.
- To proactively promote psychological health and raise the profile and importance of psychological health risks and responsibilities for managing stress at work through consultancy and training events.

The service offers support to staff in the following four areas:

- 1) **Personal consultation, counselling and coaching.**
- 2) **Professional consultative support and coaching.**
- 3) **Training and Development**
Including: mindfulness, psychological health, stress management, emotional and social competencies and other approaches for self management for effectiveness in work roles.
- 4) **Inform positive psychological perspectives** with partners across the university.

Personal consultation, counselling and coaching

Confidential service for all staff for personal or work-related problems and challenges.

Self-referral

Any member of staff can contact the service directly to arrange an appointment with one of the staff counsellors for a confidential consultation.

What is a personal consultation?

A consultation is a chance to take time out and take stock of what is troubling you. You can explore the difficulty or challenges you face and the situation you are in with a staff counsellor. They will offer some immediate insights and coping strategies as appropriate and suggest possible ways forward using the most relevant approaches for you.

Telephone sessions may be arranged if you are off sick or work away from the main campus.

After the consultation

One session maybe enough or you may be offered guided self help, stress management, counselling or coaching sessions.

Professional role based support for all staff

Any member of staff can consult us regarding the psychological and interpersonal challenges of their role.

Leaders and managers can consult us to receive support and insight into their situation and their challenges of leading and managing; and may also consult us about the support needs of their staff teams.

Individual, group or team interventions can be tailored to particular needs and context.

What is a professional role based consultation?

Psychological perspectives

A consultation will enable you to consider a range of different perspectives on your situation and understand how it is affecting you.

Immediate insights and suggestions

You will be offered some initial ideas and strategies for managing yourself to inform any consequent responses appropriate to you role.

Clearer sense of further options available

The session will also enable you to consider the options of any further support, coaching or training that might be helpful.

Personal and professional development and training

The Staff Counsellors provide and contribute to a range of training and developmental events.

Both bespoke and generic workshops are offered. Subjects include: working with stress, self management, mindfulness, emotional and social competencies.

We offer ideas and expert psychological perspectives for team development and support to help teams manage through change.

We can also tailor workshops and support for groups and staff teams focusing on specific needs and concerns.

A suite of personal resilience workshops are delivered annually through SDDU and open to all staff through <http://www.sddu.leeds.ac.uk/>.

Location

The service has offices and consulting rooms in University House and the EC Stoner Building.

Confidentiality

All information about individuals who use the service is confidential to the service and may not be shared with a third party without written consent.

Psychological Health Practitioners

Sally Rose

Registered Psychotherapist,
UK Council for Psychotherapy.
UKCP Service Manager
Staff Counsellor/Coach and Trainer

Nicola Neath

Registered Counsellor/Psychotherapist
British Association for Counselling and
Psychotherapy. BACP
Staff Counsellor/Coach and Trainer

Jenny Sergeant

Registered Counsellor/Psychotherapist
British Association for Counselling and
Psychotherapy. BACP
Staff Counsellor/Coach

For more information visit our website

<http://www.leeds.ac.uk/occupationalhealth/counselling.html>

Contact us Tel: 0113 34 33694

Email: staffcounselling@leeds.ac.uk



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**Staff Counselling and
Psychological Support Service
For University Staff**



UNIVERSITY OF LEEDS
Staff Counselling and Psychological
Support Service
Administration 12.23 EC Stoner
or 3rd Floor University House
University of Leeds
LS2 9JT

TO BE WELL AND WORK WELL