



Mindarma

Mindarma is a highly-regarded adaptive resilience e-learning program for workplaces developed for the Black Dog Institute in collaboration with the University of NSW.

Brief overview

Mindarma is a self-paced program (known as ‘the challenge’) which you can do on your computer, tablet, or phone. It has:

- *10 x 15 mins-long interactive learning sessions* – containing often quirky and humorous animations, quizzes, games and more)
- *Guided mindfulness audio exercises*
- *Resource library* - with articles, [podcasts](#), videos, book recommendations for ongoing learning
- *Ongoing engagement resources* – newsletter, reminder emails, Mindarma podcast, companion app

Here is a [one-minute video overview](#):

[Here is a 35-minute summary](#) by Dr Sadhbh Joyce and Leighton Hellen-Williams.

Builds skills and knowledge in:

- Insights into how the brain works (neuroscience)
- Cognitive strategies (not focus on negative thoughts)
- Mindfulness training (stop the mind chatter)
- Values reflection and goal setting (how values dominate our thinking)
- How emotions are linked to values (especially how values underly challenging feelings)
- Self-compassion strategies (to help protect from burnout etc..)
- Personalized self-care action plan (to select the strategies that resonate, who will they reach out to personally and professionally when having a hard time etc..)

History of development

Starting in 2014, Mindarma was created by Dr Sadhbh Joyce as part of her PhD research with Black Dog Institute and UNSW in collaboration with Fire and Rescue, NSW.

In its first incarnation, Mindarma was known as RAW (Resilience@Work). In collaboration with experts and based on [research](#), a pilot was developed that was evaluated as a cluster randomised control trial. [Evaluation results](#) showed the program delivered significant increases in resilience, mindfulness, optimism, active coping.



Value added extras

Mindarma for managers

This workshop helps managers understand benefits of program, what to expect and to do Mindarma alongside their team and share their self-care plan with team. It:

- Provides a shared learning experience
- Normalises communication about mental health
- Normalises reaching out for support
- Supports meaningful connection with colleagues
- Enhances cooperation and satisfaction
- Increases early help seeking behaviour

'Integrate' Webinars

- Half-hour webinars can be arranged, delivered by an experienced senior psychologist during the one-month challenge period for learners to discover the science of resilience and gain insights about the skills they will learn in upcoming sessions.
- Each session includes time for a brief Q&A, allowing us to directly address issues relevant to your team.
- Webinar sessions can be recorded for later access and promotional materials can be provided to help raise awareness and support learning

Implementation

Sign up for a set date of challenges (has a year expiry) and you **get a dedicated project manager** who assists with:

- Developing a customised checklist
- Customising promotional material
- Mindarma for managers webinar
- launch event
- Q and A webinar
- other ideas, such as providing incentives (build into org justice / reward and recognition systems) such as CPD, FitBits, self-care vouchers, books etc..

Fully customizable:

- Pre and post resilience assessment and feedback report (also used for continuous improvement)
- Welcome video - scripted introduction for CEO for team members
- Administration facility - to check progress and add learners
- Completion certificate
- Branding - to incorporate your logo on menus and completion certificate



Mindarma **has been adopted by** numerous emergency management organisations including NSW Ambulance, St John Ambulance Northern Territory, and Ambulance Victoria. It has also been rolled out in UNSW LAW, Reuters, Abbvie, Corrective Services New South Wales, WorkSafe ACT and NSW Health.

[Click here to listen to a case study of how Mindarma was rolled](#) out among Reuters International News Bureau staff and journalists

Evaluation

Mindarma has the following proven benefits:

- Increase in adaptive resilience
- Increase in optimism and mindfulness
- Increase in use of healthy coping strategies
- Increase in reaching out for practical advice and support when needed