

FAST
Pathways
Making Wellbeing Work



***FAST Pathways* Making Mental Wellbeing Work**

Examples of the Typical Outcomes

Alastair

“ Stress has caused me to walk away from a previous career to avoid complete burn-out. I’ve started a new career, but stress and anxiety were still a causing time off sick. After a few hours learning the FAST Pathways skills, my life’s now free from that stress and anxiety. ”

Louisa

“ The FAST Pathways skills helped me to resolve the flashbacks and panic attacks which had caused me several absences from work. It was such a relief to start feeling hopeful again instead of helpless. It’s made a huge difference, feeling back in control. ”

Zoe

“ My job’s really stressful. It used to build up until easy, normal situations became a big challenge. With the skills, I’ve learned in FAST Pathways, I feel so much better, and stronger. I have the skills to deal with any wobbles. ”

Janet

“ There are a lot of egos in our team. When I felt that wrong decisions were being made, I didn’t seem able to speak out. It was really upsetting, especially when I’m not like that out of work. It had been building up for quite a while, and I was getting more stressed out and anxious in general. With FAST Pathways, I learned how to feel shielded, protected... able to speak my mind when I need to. Ever since the first session, I’ve been comfortable standing my ground. I’m feeling so much better. ”

Alan

“ I’ve always over-thought things, going back over past events and feeling like I’m stuck in my head. The anxiety it’s caused could get really unpleasant, and I’d been told I’m OCD. The straightforward FAST Pathways techniques have helped me to feel much better. I feel stronger to deal with my patches of over thinking, without them taking over. ”

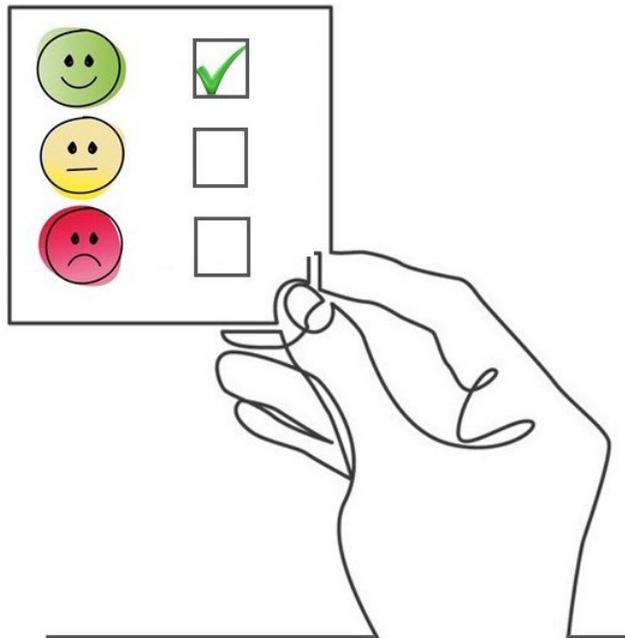
With as little as an hour’s training, the skills we work with have stopped people from resigning to avoid difficult working relationships, enabled the return to work after repeated absences, and underpinned numerous creative solutions to what seemed unsolvable issues.

With UK-wide sickness absence for **stress, anxiety** & **depression** increasing by **23% in 1 year** (HSE), effectively supporting your people's mental wellbeing matters **more than ever**.

A successful wellbeing programme can improve your organisation's performance, bottom line and reputation. But with so many possible routes to better mental wellbeing, and so many other priorities competing for attention, where do you start?

There are **2 ways** we can support you in making wellbeing work...

1. Embedding the skills to resolve and prevent the most common forms of mental ill-health. To give you more of your people's best, more of the time.



2. Supporting your programme design and delivery to embed wellbeing within the organisation's culture and maximise your return on investment.

Wellbeing Programme Route Map



FAST Pathways
Making Wellbeing Work

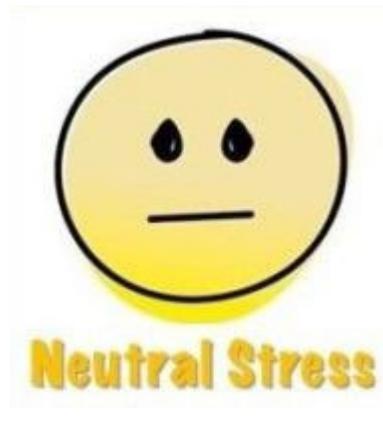
Skills to Keep Stress Useful

36% of people* said they **enjoy** the stress of their role, and these **useful stresses** bring out your people's very best.

Whether it shows up as feeling **anxious, frustrated, overloaded** or **upset**, your people experience countless stresses every day - **and not all that stress is bad**. It can also bring out their best, giving them energy instead of draining it away.



The unpleasant stresses around which the discomfort persists. The more of these someone's experiencing, the higher the risk of mental ill-health.



The stresses which might bother you some of the time, but when you stop thinking about them, the discomfort goes away.



The stresses which give life meaning, as we rise to the challenge. Even those we wouldn't have chosen can bring out our best.

The *FAST Pathways* talks, masterclasses and online resources are designed to build the mindset of useful stress, and embed the skills to convert Problem Stresses to Neutral or Useful, to improve both mental wellbeing and performance across the organisation.

**Fast Pathways National Workplace Stress Survey 2019.*

The Business Case for Mental Wellbeing

The government-commissioned report 'Thriving at Work' quotes the costs of mental health to organisations (absence, presenteeism and resignations).

In the private sector the annual cost of mental health averages at **£130,000** for every **100 people employed**.

For the **public sector**, the average cost per 100 employees increases to **£173,550** per year.

Returns from investment in mental health showed an average return of **£4.20** per **£1 spent**.

The gains can be substantial.

It doesn't all come from the workplace...

It's estimated that work-related issues account for **only 15%** of the total cost of mental health to employers.

(Centre for Mental Health)

On average **40%** of people's total stress had **nothing to do with work**.

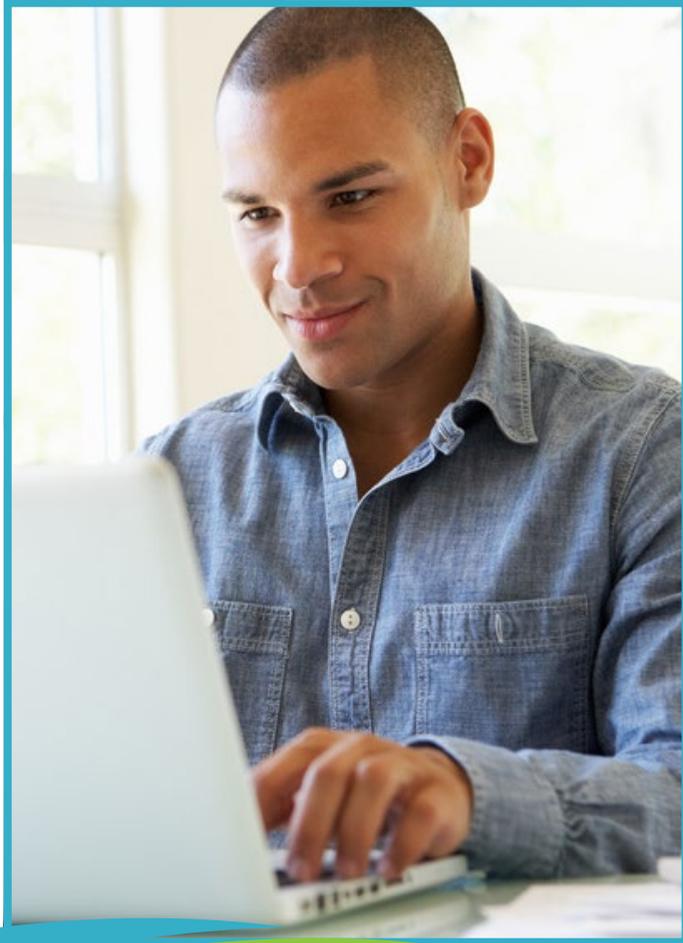
(Fast Pathways National Survey)

The **2nd biggest cause of stress** is non-working relationships.

(CIPD Absence Survey)

Equipping your people with the skills to deal smoothly with adversity is one of the most powerful ways to support better mental wellbeing and improve your organisation's performance.

Why Managing Stress Doesn't Work



Managing is better than not doing, but after a long career taking waste out of organisations' processes and systems, building improvement cultures and saving £ millions along the way. It frustrates me to see so much time and effort being wasted on approaches which might work, but might just become hard work.

We all know that we're supposed to eat our 5 fruit and veg, do our 10,000 steps, drink at least 7 glasses of water each day... But how many people do you know who stick to it, every day?

We don't always do what's good for us and that's managing's biggest drawback.

Whatever method you choose, **it requires doing something new, consistently enough to maintain the results.**

FAST Pathways is different. It's designed to **embed powerful strategies to resolve problem stress**, deep inside the thinking, **maximising resilience** without having to keep on doing anything differently; often resulting in **worrying less, sleeping better, feeling less overloaded**, and **dealing more smoothly with challenging relationships.**

And with the discomfort resolved, it's often easier to find creative solutions to those challenging situations like problem customers or project roadblocks, benefitting the organisation as much as the individual.

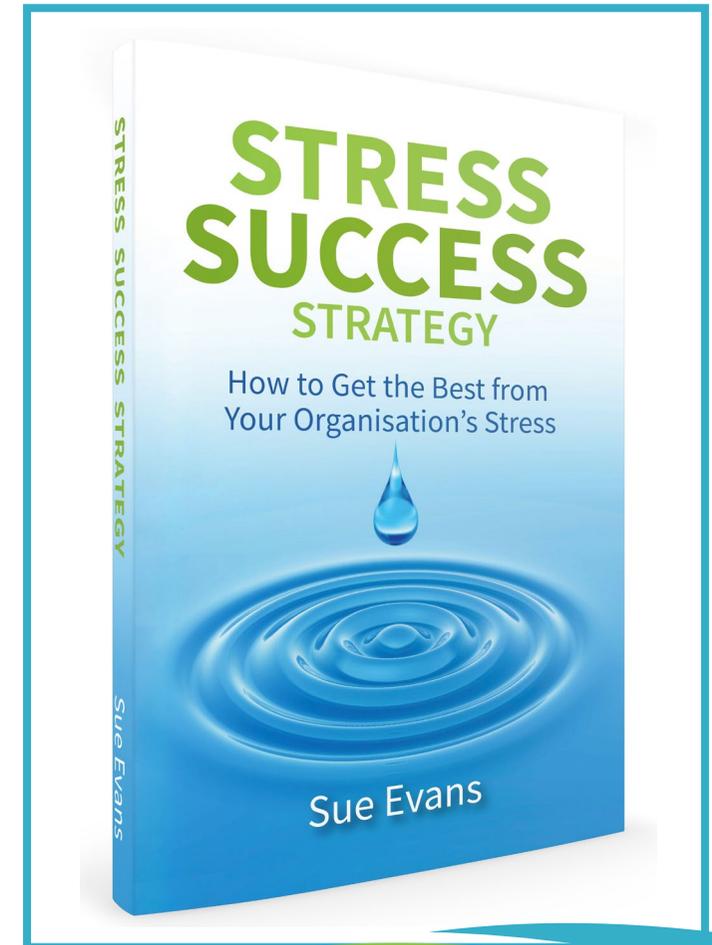
When Our Support Has the Biggest Impact

- » Your organisation's facing change, and you want to equip your people to embrace the challenges and opportunities as smoothly as possible
- » You've noticed some early warning signs of mental ill-health, so you want to support those affected, and ensure that others don't start to experience similar issues
- » Difficult relationships, overload or resistance to change are impacting your organisation's performance, and you want to up-skill your staff to deal with them more smoothly
- » You're providing support for those experiencing mental ill-health (e.g. line manager MH awareness, access to mental health first aid or EAP support) and you want to strengthen your offering around prevention.
- » You're designing your wellbeing programme, or you're up and running but struggling to get traction, and want to make it robust

What would be the differences across your organisation if your people could park nagging worries to stay focused on the day's demands?

- If differences of opinion stayed constructive instead of conflict festering or escalating.
- If instead of resisting the uncertainty of change, people were comfortable to embrace its opportunities.
- If people came to work after a good night's sleep, no matter what's going on in their life.

These are just a few of the typical outcomes which the *FAST Pathways* skills support.



Key Benefits for Your Organisation

The benefits of improving mental wellbeing are widespread, including:

- » Reduced risks of mental ill-health related absence, or adverse impacts on overall business performance. This will directly contribute to your bottom line.
- » Improved focus and reduced errors, which means fewer staff hours spent on correcting mistakes, and ultimately higher productivity.
- » A strong contribution towards keeping your workforce motivated and engaged, even through challenging times.
- » Increased awareness of self, and others; strengthening working relationships, and collaborative problem solving.
- » A more flexible workforce with greater confidence and uncertainty tolerance, so that your organisation can more quickly and effectively respond to its changing environment.
- » Increased ability to think creatively and strategically, instead of simply reacting to situations.



Key Benefits for Employees

Typical *FAST Pathways* outcomes include increasing your employees' ability to:

- » Recognise and change their minds' less helpful patterns (like over-worrying or giving themselves a hard time).
- » Take setbacks smoothly in their stride, and adapt to changes.
- » Manage multiple demands on their time.
- » Break down overwhelm into actionable parts, focusing on one thing at a time, and putting them back in control.
- » Comfortably deal with difficult people – colleagues, customers, suppliers, and even family members; because personal stress brought into the workplace still affects your bottom line as a company.
- » Replace old knee-jerk reactions to unpleasant situations, with more productive and ultimately more profitable responses.
- » Recognise and overcome procrastination, to work effectively towards delivering what's needed.
- » Generate creative solutions, and face challenging situations with confidence.
- » Understand and make full use of their strengths and resources.
- » Unwind easily and effectively, to sleep better and wake up refreshed and ready for each day.

The *FAST* Pathways Skills Programmes

When your people are at their best, they're brilliant, and we'd like that to happen even more often. Our programmes are designed to support the best of both worlds - to improve performance without driving your people harder, and wellbeing without impacting day-to-day operations. We can deliver training completely face-to-face, online, or as a blend of the two.

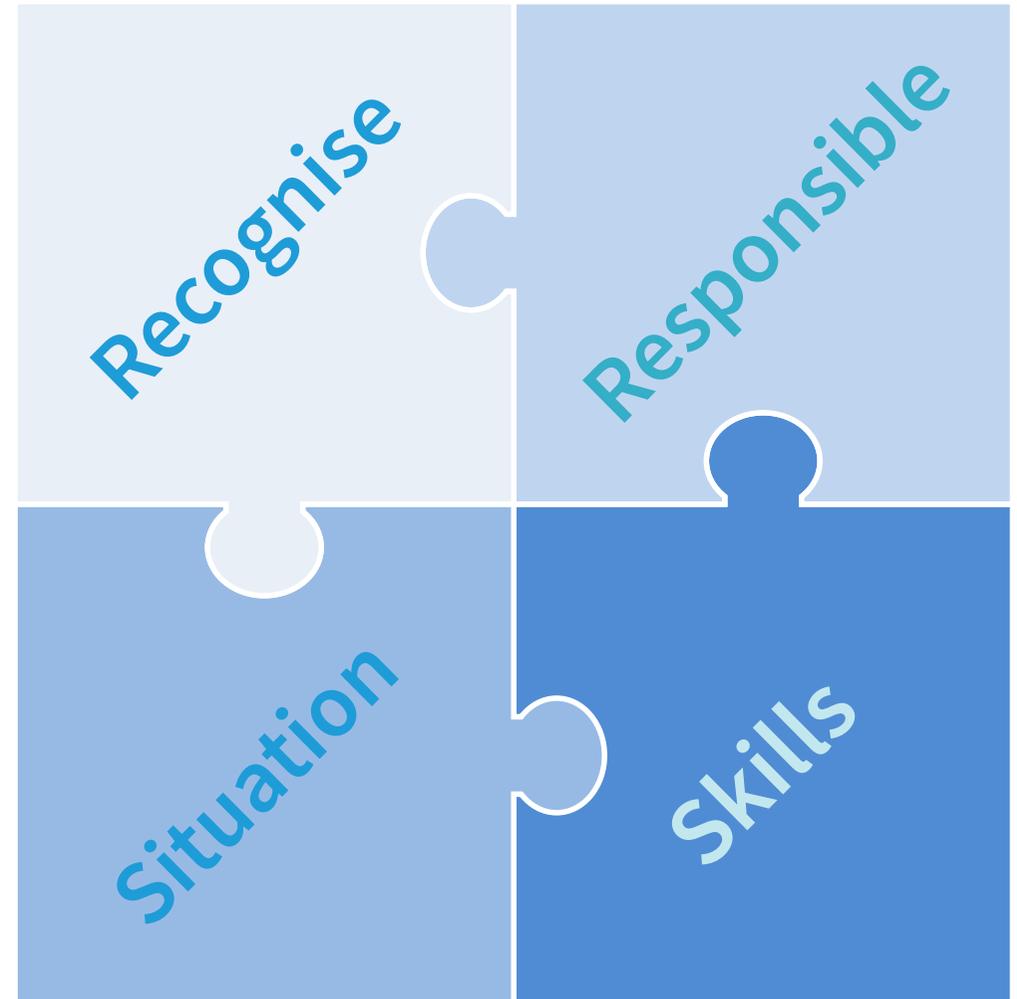
Every organisation's unique – your strengths and challenges, achievements and aspirations. You understand your world, and your people. So we work hard to blend our expertise with yours, crafting each programme to meet your specific needs, and to fit comfortably within your wider strategy. Because however you measure your organisation's success, one of its most important foundations is to equip your people with the right skills - to deal smoothly with the challenges, and embrace the opportunities of an ever-changing world.

Recognise - Your individual gaps or stresses

Responsible - Be willing to be responsible for taking action

Situation - To change the situation causing the stress, and/or...

Skills - To change the way your mind is processing that gap



FAST Pathways Interactive

Keynotes, Talks & Masterclasses

Skills to Keep Stress Useful

- » Introducing the mindset of useful stress, and the foundation skills to neutralise the problem stresses.

Making Wellbeing Work

- » Designed for leadership teams, this facilitated session explores how to take out some of your programme's legwork (and frustrations) to build engagement, and embed wellbeing in your culture.

Ditch the Fear and THEN Do It Anyway

- » Designed to embed the skills to prepare effectively, and face challenges like presenting, tricky negotiations, exams and assessments with confidence.

Mastering Important Conversations

- » Exploring what makes some conversations challenging, how to respond calmly no matter what difficulties arise, and using language effectively to avoid conflict and steer towards a win-win outcome.

Making Change Stick

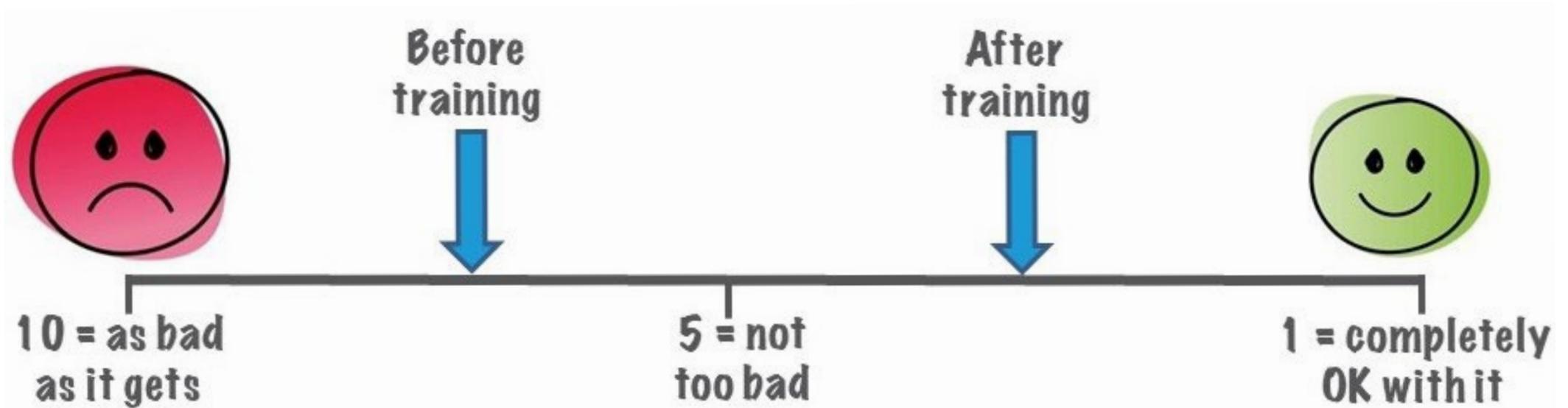
- » Designed for anyone in a leadership or front-line management role, exploring why it's so difficult to get people to change, and how to boost the powers of persuasion.

Explore each session's content and key takeaways by [clicking here](#)



Tracking the Results

We ask our masterclass participants to think of something which stresses them, and score how uncomfortable it feels. They're not asked to share what they've chosen, or any personal experiences. After the masterclass, they score it again. The average stress score halves.



For any investment, we understand the importance of delivering value and tracking results. *FAST Pathways* is more than just training – your programme's designed to align with your wider strategy and communications, building from awareness, to responsibility.

For that to happen most effectively, data is important. Feedback is an integral component of each programme; with before, during and after questionnaires and evaluation. If required, we can also provide data on individual participant's email opens and exercises accessed to encourage engagement.

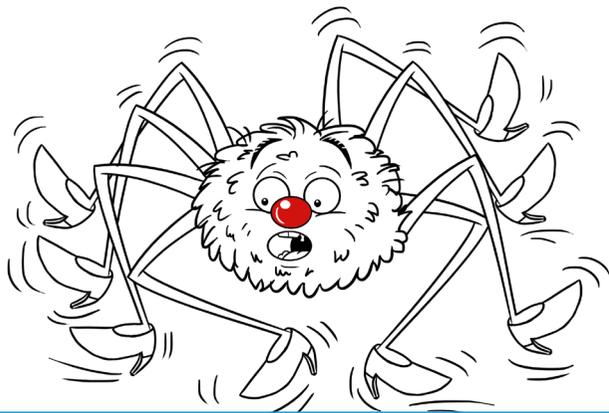
FAST Pathways Online...



FAST Pathways Foundations



**Easing Away Worry
& Overload**



**Ditch the Fear and THEN
Do It Anyway**



Building Lasting Resilience

How often have you learned something new, but didn't use it right away?

By the time you really needed it, you might have forgotten how to do it well. The *FAST Pathways* skills make the biggest difference in the thick of a challenge.

Our library of online resources gives our learners 24-7 access to step-by-step guidance to a range of powerful techniques, so they can refresh and add to their skills when they'll have most impact.

Each *FAST Pathways* module is presented as an online guide with step-by-step audio or video guidance for each technique. Most techniques take less than 10 minutes to learn, so breakthrough results are often achieved quickly, and because they work by re-training the underlying thinking (effectively changing the mind's automatic habits), the results last without on-going practice.

Supporting Your Wellbeing Programme

A successful wellbeing programme can improve your organisation's performance, bottom line and reputation. But with all the other priorities you're juggling, it can be tough to find time to design and deliver it. We'd like to take out some of the legwork...

Maybe your programme's just starting and you want to maximise the results from the time and money you're investing. Or you're up and running, but struggling to get budget, or finding that in between the buzz of events and awareness weeks, wellbeing slips back down the priorities...



These are common problems, and they're frustrating! So how do you get wellbeing really working?

The Wellbeing Programme Routemap and **9 step-by-step guides** explore everything from building your business case to celebrating success.

They're designed to help **overcome the common programme pitfalls**, by applying **continuous improvement best practices**, supporting you to **maximise the returns on your investment**, and **embed wellbeing within the organisation's culture**.



Distilled from nearly 20 years' experience of delivering organisational change, the guides and facilitated in-house sessions are packed with tips and techniques (and quite a few things I learned the hard way, and wish I'd known sooner!).

We can partner you through the whole wellbeing delivery process, or target support to the areas where perhaps you haven't the time or expertise in-house.

Key outcomes we can support:

- Securing the time and budget you need to get wellbeing right, and keep it prioritised alongside the day-to-day operational pressures
- Building sustained engagement, from both your leadership and front line, and the momentum towards a wellbeing culture
- Spotting and building on what's already working, identifying the most appropriate activities to further improve wellbeing, and tracking their effectiveness
- Reducing the legwork - saving you the time, effort and possible frustrations of designing your programme completely from scratch, especially if wellbeing's one of your many priorities

A Selection of *FAST Pathways* Successes

Here are just a few examples of the outcomes which the *FAST Pathways* skills have enabled.

Lesley's Early Warning

Lesley's a successful business woman - driven and ambitious, she thrives on pressure. But her increasing stress was causing what she describes as tunnel vision – always looking for the next problem, she felt she was letting down her staff.

To cope, she was drinking more and over eating, and often experienced dizziness and tingling fingers. At its worst, she'd have to cancel all her appointments and go home, so it was directly impacting her work. When her vision distorted so badly that she couldn't see to drive, she was taken to hospital. The medical staff put it down to an early warning.

She thought feeling both poorly, and frantic all the time was just par for the course, and worried that trying to lessen it would also reduce her drive and focus, which she wasn't prepared to consider.

After a few hours exploring *FAST Pathways*, Lesley described feeling cleansed and clarified. She's stopped looking for the next big problem. She's no longer snappy with her staff, and is very pleased that her ambition and drive are still as strong. She still uses stress to perform, without it flooring her.

Kelly's Work Life Balance

Kelly manages a busy hotel. She was used to juggling priorities, working long hours, and sometimes getting called back in or phoned at home. When she returned to work from maternity leave, her working day became dominated by anxiety about her son. Being distracted led to more mistakes, and increasing frustration, and her evenings were spent worrying in case she got phoned with a problem.

She felt like she was only part-doing everything, and it was escalating. After months of battling with it, she was completely worn out.

She wanted to be able to enjoy both her work and family life, but wasn't doing either. With a couple of hours' immersion in *FAST Pathways*, she could comfortably switch off all the worry and separate the two parts of her life; so that whatever she's doing, it gets her full attention. Kelly is still using the techniques to retain work life balance, and thoroughly enjoying both.

A Selection of *FAST Pathways* Successes continued...

Angela was About to Resign

Angela had recently started a new job, and absolutely loved it, apart from one person (and unfortunately, he was the boss). It started with little things, but soon escalated to the point where she couldn't stand to be in the same room as him. Every time he walked in, she'd find an excuse to walk out. She developed a sixth sense for where he was, so it was on her mind the whole time. She was seriously considering resigning.

I taught her to imagine being thoroughly protected – freeing her from the frustration and indignation which flooded her every time he was around... Instead, she could just watch, comfortable to stand up for herself, calmly, as needed. It worked so well that she got straight back into what she loves about her work; and within a week of that tension dissolving, they'd started working well together.

Charlotte – from Party to Presenting

Charlotte first came to *FAST Pathways* because she wanted to go to the work party – in previous years, she'd always been too anxious to go.

She came across as outgoing and self-assured, but inside she was becoming increasingly uncomfortable around groups of people.

With the *FAST Pathways* skills, Charlotte quickly de-coded her fear. Once calm, she started to design the event in her imagination, going exactly as she wanted. A few days later, she went to the party, and thoroughly enjoyed it, without a second thought of the old anxiety.

Having proved how easily she can change, she started to put the same skills into practice with her work:

She sometimes needs to give a presentation, which used to prey on her mind for weeks, getting progressively worse and destroying her sleep; until on the day itself, she could hardly function.

Remembering how she'd changed her thinking about the party, she took the same steps with presenting. Programming in a natural, effortless comfort, she increasingly built up to larger and more diverse audiences. She now looks forward to presenting (her biggest audience so far is over 200).

How Resilient is Your Organisation?

Resolving	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
Our sickness absence is higher than average	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Simple problems often get left for someone else to fix	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friction is commonplace within our workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees' performance is adversely affected by issues outside work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time and effort get spent on correcting mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People put off tasks, or struggle to get going	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knee-jerk reactions to a situation sometimes cause problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People blame their actions or choices on external factors, outside their control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preventing					
Our people avoid stepping up to the plate when a new challenge arises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our people find it hard to take setbacks in their stride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our employee feedback says that we are not yet an excellent place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our people don't always work well together, to proactively solve problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our people don't always know how to make the best of their strengths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We don't have a structured, accountable programme to help embed resilience across the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you answered “Agree” or “Strongly Agree” to more than 3 of these statements, your organisation would benefit from a no obligation discussion with us about how you can improve your results.

A Message from Sue Evans, Creator of *FAST Pathways*



I'm a Master Practitioner and Trainer of NLP (neuro-linguistic programming), and an Approved Havening Practitioner, trained in each by the original creators. I have a Diploma in CBT (cognitive behavioural therapy), a combined Diploma in Hypnotherapy, Coaching and NLP; and Institute of Leadership and Management certification as a Mentor and Coach.

I spent the first half of my career delivering Operational Excellence and culture change for international organisations including Danone, Corning and Lloyds Banking Group. Highlights included leading a programme which more than doubled site productivity, and delivering £1.9M waste reduction in under 5 months. Leading these kind of changes, I experienced a fair amount of stress – and it wasn't always useful! But it laid some solid foundations in understanding that we don't always do what's good for us, even when we recognise that what we're doing isn't working (like being told 'not to worry about it' when I presented a £1M, risk-free potential saving....). Changing mindsets and behaviours isn't easy. That's why so many wellbeing programmes give such patchy results, and why the skills I work with are such a powerful alternative.

I believe in every individual's right to a challenging and fulfilling working life, and in every organisation's right to reap the rewards

of building and supporting a capable and motivated workforce. That might sound idealistic, but the right know-how can help to shape it. As a Professional Speaker and experienced facilitator, I understand the challenges of engaging your people to deliver sustainable results.

To explore getting wellbeing working in your organisation (or even if you're curious about how I delivered that £1M step-change anyway) do drop me a line.



**HAVENING
TECHNIQUES**

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