



# Psychosocial Risk Management

A comprehensive technology platform helping build supportive psychosocial work environments

-  Enhance Consulting Effectiveness
-  Your records in one place
-  Leading Psychosocial Risk Assessment Tool
-  Achieve Psychosocial Risk Compliance
-  Coordinate Employee Care
-  Build Supportive Psychosocial Environments
-  Manager Support
  - 90% Thriving ↑ 10% Higher score the better
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# The Mibo Difference

Our unique histories, including insights drawn from extensive work in high-performance sport, guides our approach to the psychosocial climate, work design, management, interpersonal relationships, and associated health outcomes... **bridging the gap between insight and action.**



## Rigorous Approach

The psychosocial environment is *complex*.  
Work factors are *interrelated*.  
Most can be either **beneficial or harmful**, and exposure tends to be *highly variable*.  
A **rigorous approach** considering these elements is required.



## Sophisticated Understanding

Given its complexity, it's critical to achieve a sophisticated understanding of the psychosocial system.  
This supports accurate *prioritisation of control measures* most likely to efficiently reduce harm, amplify benefits, and ensure best ROI.



## Enabled Action

There are many barriers to *timely, effective action*.  
Overcoming obstacles requires an understanding of the psychosocial environment, *paired* with strategies that make achieving and measuring improvements *convenient, time-efficient, and cost-effective*.

With Mibo, you're not just adopting a software. You're embracing a partner **dedicated** to helping you achieve your **psychological health and safety goals**.

Sean Fyfe and Dr. Anthony Ross, Co-founders



# Psychosocial Risk Management Assessment (PRMA)



## Combined Hazard ID and Risk Assessment

Seamlessly combines rigorous hazard identification and risk assessment within a single validated assessment

## Smart Survey

Follow-up questions change based on initial answers

## Key Predictors

Inclusion of critical lead indicator Psychosocial Safety Climate (PSC) and Respect at Work scales

## Unique Work Factors

24 work factors including Productivity Hindrances and Counterproductive Behaviours factors

## Regulatory Aligned

SafeWork Australia and ISO 45003

## High Priority Areas

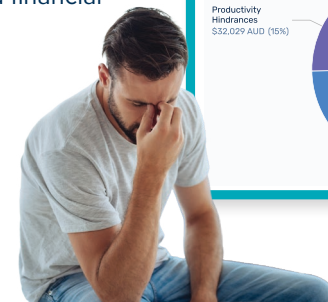
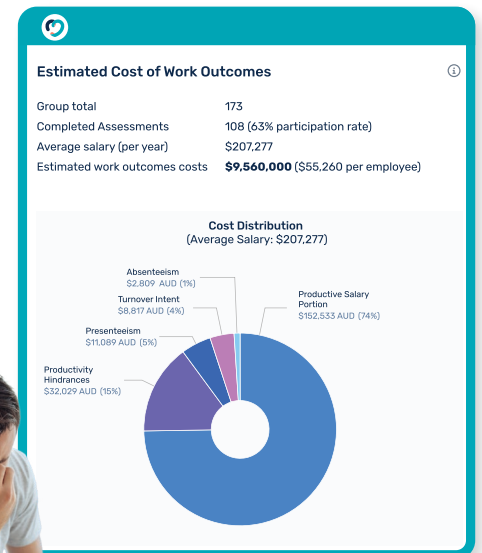
Nature and Source details for trauma and harmful behaviours

## Pulse Checking and Customisation Ability

Ability to customise and pulse check assessment factors

## Key Work Outcomes

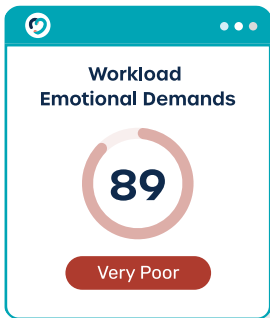
Job stress related financial impact reporting



## Revolutionary Psychosocial Risk

# Harm-Benefit Indicator

Psychosocial work factors can either support or stress workers, influencing psychosocial health positively or negatively. Their interaction affects cumulative outcomes, making it crucial to consider both the benefits and risks of work factors together.



**High workloads** and **emotional demands** are reported as severe hazards. But when we use the Mibo Harm-Benefit Indicator to assess risk, we discover that staff are only experiencing these as mild harms. By exploring the interrelated nature of work factors, we find that incredible **manager support** and **clear roles** are protecting staff from more significant harm caused by job workload and emotional demands.

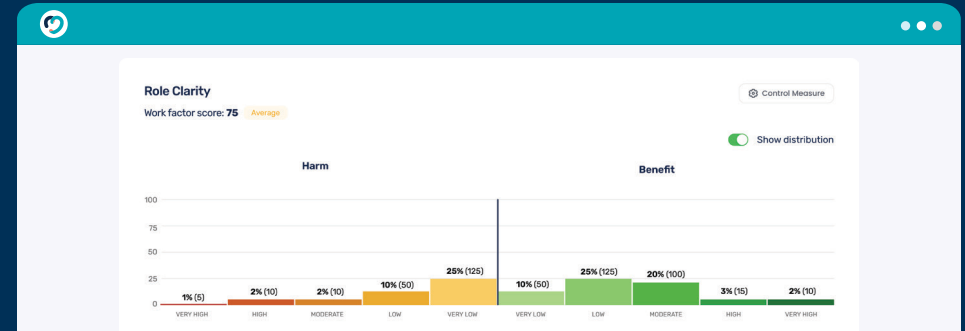


This scenario highlights the importance of assessing not only work factor harms but also benefits where relevant. This approach provides a complete view of the work environment and shows how benefits can powerfully interact with harms to influence overall risk.

With Mibo, organisations gain a comprehensive view, assessing work environments beyond the typical risk-based lens.

## Mibo Portal

Mibo analytics allows leaders at all levels to easily interpret results, take informed action, and track progress effectively.



### Harm-Benefit Distribution Analysis

Quickly identify how many individuals are experiencing severe harm or benefit from specific work factors

### Harm-Benefit Heat Mapping

Including cumulative harm and benefit scores to allow easy understanding of the total burden or benefit of all psychosocial factors

### Harm-Benefit Ratio (HBR)

A single metric summarising the psychosocial environment calculating the balance of cumulative work factor harms and benefits, simplifying interpretation for time poor leaders

### Factor Influence Prioritisation (FIP)

Move beyond focusing solely on individual risk ratings by identifying work factors with the greatest systemic influence, optimising resource allocation and maximising intervention ROI

### Granular Group Analysis

At organisation, region, site, department and team levels

### Summary Reports

Offering both high-level summaries for executive reporting and in-depth reports for detailed analysis

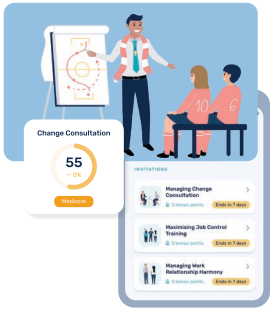
### Risk Register

To easily record control measures and action plans, then evaluate effectiveness over time

# Control Measure Module System

Designed to help you turn sophisticated understanding into timely, effective action.

## The Coach Approach



Data-led, digital trainings help leaders improve psychosocial management skills specific to group results.

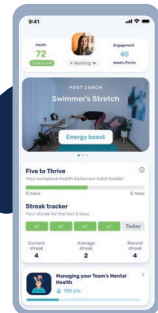
Trainings include brief factor introductions, actionable recommendations, and group consultation guidance.

The Coach Approach can also deliver confidential employee training specific to individual results helping employees respond to current work circumstances with improved skill and communication.

## Psychosocial health app

Provides employee proactive well-being and early intervention support including:

- Personalised support options tailored to individual needs
- Proactive vitality management tools
- **'Five to Thrive'** program for 5-min daily mind-body practices
- Early intervention support with over **1000+ exercises**
- Group-based participation and **100+ team challenges** to boost engagement



## Expert Trainings

Mibo collaborates with world renowned experts to develop a diverse suite of control measure modules, designed to address priority areas identified through data analysis.

For example:

- Job design for Managers
- OVA and Trauma
- Psychosocial Safety Climate for Leaders
- Psychological Safety Development

## Risk Management Support

Mibo offers support for successful implementation, integration, and long-term success of tool use.

Our support provision includes:

- On-site and remote support for leaders, managers, and employees
- Internal promotion and education strategies to drive engagement
- Leadership and workforce training to maximise tool utilisation
- Ongoing check-ins, technical assistance, and real-time adjustments to optimise participation
- Collaboration to explore how the tool might support and complement existing well-being initiatives
- Mibo also partners with leaders in psychosocial risk management consulting to deliver additional management support if required



## The Future

Emerging technology is rapidly transforming industries and work systems.

Mibo will be the first psychosocial risk management company to harness this intelligence through a powerful multi-agent system, delivering greater capability, efficiency, and precision.

- Psychosocial risk management data combined with internal company data to **deliver improved insights, earlier intervention, and improved risk assessment**
- **Predictive** analysis and work factor prioritisation like never before
- **Automated** qualitative employee consultation
- **Control measure** recommendations
- **Supervised workflows** with automation options
- **Full oversight** and control for managers



## Pricing

Mibo offers flexible options to suit your use case and is priced annually on a per-employee basis

## Confidentiality & Security

Mibo adopts industry best practise cyber security standards to ensure the privacy and protection of your data.

We monitor and comply with privacy legislation and international regulations.

All employee data remains confidential with organisations accessing de-identified aggregated data sets of minimum team size only.



**Learn why we are the most effective risk assessment tool**



**See our demo**  
[mibowork.com.au](https://mibowork.com.au)