



## Spot the Signs Early, Support Stronger Teams. **Kessler 10 Psychological Screening**

Imagine a workplace where psychological distress doesn't go unnoticed; where support is proactive, and your people feel truly seen and cared for.

### What is Kessler 10?

Kessler 10 is a validated, 10-question tool that screens for anxiety and depression, helping your organisation promote mental wellness, identify early warning signs, and take action before challenges escalate.

Each question is scored on a 5-point scale, with total scores ranging from 10 to 50, which helps categorise an individual's level of psychological distress.

### Why Would You Use It in the Workplace?

- **Quick Mental Health Snapshot** – Delivers a fast, reliable overview of an employee's current psychological wellbeing.
- **Early Detection for Better Outcomes** – Flags signs of distress early, enabling timely support and intervention.
- **Stronger Wellness Strategies** – Enhances your existing mental health initiatives with evidence-based insights.
- **Informed Risk Management** – Equips you with data to proactively address issues that could affect performance and morale.
- **Confidential and Compassionate** – A discreet, employee-consented tool that connects individuals with the right resources when needed.

### Who Should Have It Done?

- Employees in high-stress work environments
- As part of regular workplace wellness assessments
- Voluntary mental health assessments
- Employees returning from extended leave
- Individuals in roles with high emotional or psychological demands

### Used nationwide, Kessler 10 enables:

- ✓ Quick, confidential assessments in just 5 minutes
- ✓ Aggregate data on psychological distress across four tiers
- ✓ Clinical triage for high-risk cases with GP referrals when needed

# Kessler 10 Psychological Screening



## Reporting & Follow-Up

Authorised personnel will have access to an aggregated report that includes:

- Total number of participants
- Distribution of psychological distress levels
- Percentage breakdown across categories:
  - Likely well
  - Likely mild distress
  - Likely moderate distress
  - Likely severe distress

In cases where a moderate or severe psychological distress score is found, a referral to **EAP, GP or counselling** session will be given to the employee. If an employee's screen is deemed to be highly severe with a **risk of self-harm** or putting others in harm's way, then the **safety critical contact** will be notified at the time of the screening.

As part of the screening process, all participants will also **receive information** outlining where they can seek support, whether they need assistance now or in the future. This includes access to their company's **Employee Assistance Program (EAP) provider, mental health helpline or a crisis support line** among other recommended support services.

**The Kessler 10 screening is guided by the following best practices to ensure trust and integrity:**

**Voluntary Participation** – Employees choose whether to take part, without obligation.

**Strict Confidentiality** – All responses are handled with the utmost discretion.

**Informed Consent** – Assessments are conducted only with the employee's explicit approval.

**Meaningful Follow-Up** – Results are supported with access to appropriate mental health resources and referrals.



## How to Book

**Kessler 10** screening is available as an optional **add-on** to your **Health Monitoring**. Simply contact your **Account Manager**. They'll guide you through the booking process.



## Flexible Delivery Options

We offer nationwide delivery across New Zealand, either onsite at **your workplace** or at one of our **LifeCare clinics**.



**Support Starts with a Conversation.** Get in Touch to add **Kessler 10** to your Wellbeing Programme Today!