## Digital workplace mental health tool comparison

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| and manage<br>psychosocial<br>syschosocial<br>iskCoCoCoCoBuggeted mitigion strassistes for identified riskCoCoCoCoBeelog and monitor contrals with action planning featureCoCoCoCoMod check-in (for tracking wellbeing over time)CoCoCoCoCoSelf-assessment of wellonging/relianceCoCoCoCoCoCoDevelop and beak-in (for tracking wellbeing over time)Co  |  |  | $\oslash$    |   |   |   |
| psychosocial<br>(isk         Sugesses mitigation strategies for identified risks         O         I         I           Presenting of monitor controls with action planning isource         O         I         I         I           Assistance of adaption of international standards150 AS0032001         O         I         I         I           Features         Mod check in (for tracking wellbeing over time)         O         I         I         I           Stress reduction tools (ag, VPA surveys strength spotting)         O         I         I         I           Stress reduction tools (ag, VPA surveys strength spotting)         O         I         I         I           Stress reduction colls (ag, VPA surveys strength spotting)         O         I         I         I           Stress reduction colls (ag, VPA surveys strength spotting)         O         I         I         I           Stress reduction colls (ag, VPA surveys strength spotting)         O         I         I         I           Stress reduction colls (ag, VPA surveys strength spotting)         O         I         I         I           Stress reduction colls (ag, VPA surveys strength spotting)         O         I         I         I           Internation colls (ag vPA surveys strength spotting)         O         I         I <td>Benchmark comparisons</td> <td><math>\oslash</math></td> <td></td> <td></td> <td></td>  |  | Benchmark comparisons  | $\oslash$    |   |   |   |
| Assistance for adoption of interactional standards (50 ±503 202) Assistance for adoption of interactional standards (50 ±503 202) Assistance for adoption of interactional standards (50 ±503 202) Self-assessment of wellobing/realities over time) Self-assessment of wellobing/realities (50 ±503 202) Self-assessment of a cellobing/realities (50 ±503 202) Self-assessment of (50 ±504 200 200) Self-assessment of (50 ±504 200 200 200 200 200 200 200 200 200 2   |  | Suggested mitigation strategies for identified risks                             | $\oslash$    |   |   |   |
| Mod check-in (for tracking wellbeing over time)         Image: constraint of the set set wellbeing (set lines)         Image: constraint of the set set wellbeing (set lines)         Image: constraint of the set set wellbeing (set lines)         Image: constraint of the set set wellbeing (set lines)         Image: constraint of the set set wellbeing (set lines)         Image: constraint of the set set wellbeing (set lines)         Image: constraint of the set set set set set set set set set se  |  | Develop and monitor controls with action planning feature                        | $\bigotimes$ |   |   |   |
| Self-assessment of wellbeing/resilience         Image: control of the second of th   |  | Assistance for adoption of international standard ISO 45003:2021                 | $\oslash$    |   |   |   |
| Statures reduction tools (a.g. puided mindfulness)       Image: Stature strengths tools (a.g. PERMA chart bot)       Image: Stature st   |  | Mood check-in (for tracking wellbeing over time)                                 | $\oslash$    |   |   |   |
| Package       Positive psychology tools (e.g. PEMA chat bot)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (e.g. VIA survey, strength sporting and monitoring progress received to maintain anonymity)       Image: provide symphology tools (e.g. VIA survey, strength sporting)       Image: provide symphology tools (for data shadring at work group level)       Image: provide sympholog  |  | Self-assessment of wellbeing/resilience  | $\oslash$    |   |   |   |
| to promote<br>wellbeing       Positive psychology tools (ag. PEMA chat bot)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng th spotting)       Image: strong the tools (ag. VIA survey, streng the spotting)       Image: strong the tools (ag. VIA survey, streng the spotting)       Image: strong the tools (ag. VIA survey, streng the spotting)       Image: streng the tools (ag. VIA survey, streng the spotting)       Image: streng the tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Image: spot tools (ag. VIA survey, streng the spotting)       Im   | Features                                 | Stress reduction tools (e.g. guided mindfulness)                                 | $\oslash$    |   |   |   |
| Signposting to available support (e.g. EAP. Peer support)       O       Image: Signposting to available support (e.g. EAP. Peer support)         Signposting to available.       O       Image: Signposting to available.       Image: Signposting to available.         Features to increase means that of the support (for biended learning)       O       Image: Signposting to available.       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       O       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       O       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       O       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       O       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       O       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       Image: Signposting to available.       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       Image: Signposting to available.       Image: Signposting to available.         Image: Signposting to available.       Image: Signposting to available.       Image: Signposting   |  | Positive psychology tools (e.g. PERMA chat bot)                                  | $\oslash$    |   |   |   |
| Biesp science education         Image: Control (Control (Cont   | wellbeing                                | Character strengths tools (e.g. VIA survey, strength spotting)                   | $\oslash$    |   |   |   |
| Psychologist developed education material       Image: space of the second   |  | Signposting to available support (e.g. EAP, Peer support)                        | $\oslash$    |   |   |   |
| Features<br>to increase<br>mental health       Animated video content (to increase engagement and reduce literacy issues). More<br>than 50 topics available.       Image and the second and the se   |  | Sleep science education  | $\oslash$    |   |   |   |
| Features<br>to increase<br>mental health       Leader discussion guides for each topic (for blended learning)       Image of the second learning       Image of the second le  | to increase<br>mental health             | Psychologist developed education material  | $\oslash$    |   |   |   |
| to increase<br>mental health<br>awareness       Leeder discussion guides for each topic (for blended learning)       Images and the provide training (Psych health & safety, Fatigue risk)       Images and the provide training (Psych health & safety, Fatigue risk)         Mix of short and long course options       Images apecific training (Psych health & safety, Fatigue risk)       Images       Images         Training certificates available       Images       Images       Images       Images         Learning management system (LMS) for allocating training and monitoring progress       Images       Images       Images         Learning management metrics       Images       Images       Images       Images         Customisable surveys/risk assessments       Images       Images       Images       Images         Line manager permissions (for data sharing at work group level)       Images       Images       Images       Images         Customisable surveys/risk assessments       Images       Images       Images       Images       Images         Compare survey results across groups with customised filters       Images       Images       Images       Images       Images         Anonymous aggregate survey results across groups with customised filters       Images       Images       Images       Images       Images       Images       Images       Images       Images  |  |  | $\oslash$    |   |   |   |
| mental health<br>awareness       Line manager specific training (Pcych health & safety, Fatigue risk)       Image (Comparing Comparing Compa   |  | Leader discussion guides for each topic (for blended learning)                   | $\bigotimes$ |   |   |   |
| AWAITENESS       Mix of short and long course options       Image: Course  |  | Line manager specific training (Psych health & safety, Fatigue risk)             | $\oslash$    |   |   |   |
| Learning management system (LMS) for allocating training and monitoring progress       Image of the system (LMS) for allocating training and monitoring progress       Image of the system (LMS) for allocating training and monitoring progress         Image of the surveys available (10 minutes)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating at work group level)       Image of the system (LMS) for allocating (LMS) for allocating at work group level)       Image of the system (LMS) for allocating (LMS) for allocating at work group level)       Image of the system (LMS) for allocating (LMS) for al  |  | Mix of short and long course options   | $\oslash$    |   |   |   |
| User engagement metrics         Image: Support         Image: Support <thip>               Support</thip>  |  | Training certificates available  | $\oslash$    |   |   |   |
| Time efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient surveys available (v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contrast in the efficient survey available v10 minutes)       Image: contres in the efficient survey available v10 mi   |  | Learning management system (LMS) for allocating training and monitoring progress | $\oslash$    |   |   |   |
| Data Analytics       Customisable surveys/risk assessments       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sharing at work group level)       Image permissions (for data sequessions (for data sequessions (for data sequessions group with levels permissions (for data sequessions (for data sequess data)       Image permissions (for data sequessions (for data sequesta sequessions   |  | User engagement metrics  | $\bigotimes$ |   |   |   |
| Data Analytics       Line manager permissions (for data sharing at work group level)       Image: Im  | Data Analytics                           | Time efficient surveys available (<10 minutes)                                   | $\oslash$    |   |   |   |
| Data Analytics       Online dashboard with live survey data available (once minimum of 8 responses received to maintain anonymity)       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results available with 8+ responses       Image: Compare survey results available manage: Compare survey results available manage: Compare survey results available manager accounts       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image: Compare survey option (access via URL/QR code/kiosk mode)       Image:  |  | Customisable surveys/risk assessments  | $\oslash$    |   |   |   |
| received to maintain anonymity)       Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Compare survey results across groups with customised filters       Image: Comparesults across groups with customised filters   |  | Line manager permissions (for data sharing at work group level)                  | $\oslash$    |   |   |   |
| Anonymous aggregate survey results available with 8+ responses       Image: CSV/JSON output       Image: CSV/JSON output         Available on desktop, tablet and mobile app (iOS & Android)       Image: CSV/JSON output       Image: CSV/JSON output         Available on desktop, tablet and mobile app (iOS & Android)       Image: CSV/JSON output       Image: CSV/JSON output         Available on desktop, tablet and mobile app (iOS & Android)       Image: CSV/JSON output       Image: CSV/JSON output         Accessibility       Available on desktop, tablet and mobile app (iOS & Android)       Image: CSV/JSON output       Image: CSV/JSON output         Accountess survey option (access via URL/QR code/kiosk mode)       Image: CSV/JSON output       Image: CSV/JSON output       Image: CSV/JSON output         Accountess survey option (access via URL/QR code/kiosk mode)       Image: CSV/JSON output       Image: CSV/JSON output       Image: CSV/JSON output         Accountess survey option (access via URL/QR code/kiosk mode)       Image: CSV/JSON output       Image: CSV/JSON output       Image: CSV/JSON output         User       CSV upload       Image: CSV/JSON output       Imag  |  |  | $\oslash$    |   |   |   |
| CSV/JSON output       Image: CSV/JSON output       Image: CSV/JSON output       Image: CSV/JSON output         Available on desktop, tablet and mobile app (iOS & Android)       Image: CSV/JSON output  |  | Compare survey results across groups with customised filters                     | $\oslash$    |   |   |   |
| Available on desktop, tablet and mobile app (iOS & Android)       Image: Constraint of the second seco   |  | Anonymous aggregate survey results available with 8+ responses                   | $\bigotimes$ |   |   |   |
| Accessibility       MS Teams App       Image of the  |  | CSV/JSON output  | $\oslash$    |   |   |   |
| Accessibility       All modern browsers supported       Image: Construct on the support on t  | Accessibility                            | Available on desktop, tablet and mobile app (iOS & Android)                      | $\oslash$    |   |   |   |
| Accessibility       Accountless survey option (access via URL/QR code/kiosk mode)       Image: Constraint of the second s  |  | MS Teams App   | $\bigotimes$ |   |   |   |
| Accountiess survey option (access via URL/QR code/kiosk mode)       Image: Constant of the second seco   |  | All modern browsers supported  | $\bigotimes$ |   |   |   |
| English/French (Canadian)/Spanish languages availableImage: Construct of the state o  |  | Accountless survey option (access via URL/QR code/kiosk mode)                    | $\oslash$    |   |   |   |
| User<br>Management/<br>Authentication       Unlimited number of admin accounts/line manager accounts       Image: CSV upload       Image:  |  | Choice of notification (e.g. email/smartphone alert)                             | $\bigotimes$ |   |   |   |
| User<br>Management/<br>AuthenticationCSV uploadImage: CSV up  |  | English/French (Canadian)/Spanish languages available                            | $\oslash$    |   |   |   |
| Management/<br>Authentication       Single Sign On (Microsoft AD/Okta/Google)       Image: Constraint of the segregation (e.g. department/job role)       Image: Constraint of the segregation (e.g. department of the segregati   | Management/                              | Unlimited number of admin accounts/line manager accounts                         | $\oslash$    |   |   |   |
| Management/<br>Authentication       Single Sign On (Microsoft AD/Okta/Google)       Image Comparison  |  |  | $\oslash$    |   |   |   |
| Authentication       SCIM integration       Image: Complex co  |  | Single Sign On (Microsoft AD/Okta/Google)  | $\oslash$    |   |   |   |
| Custom filters for data segregation (e.g. department/job role)       Image: Custom filters for data segregation (e.g. department/job role)         Data Privacy/<br>Security       ISMS certified to ISO 27001:2013       Image: Custom for data hosting<br>Choice of region for data hosting<br>Data Processing Addendum (for GDPR compliance)       Image: Custom for data hosting<br>Custom for all users       Image: Custom for data hosting<br>Custom for data hosting<br>Cust   |  |  | $\oslash$    |   |   |   |
| Data Privacy/<br>Security       ISMS certified to ISO 27001:2013       Image: Constraint of the security       Image: Constraint of the security         Data Processing Addendum (for GDPR compliance)       Image: Constraint of the security       Image: Constraint of the security       Image: Constraint of the security         Support       Knowledge hub       Image: Constraint of the security       Image: Constraint of the security       Image: Constraint of the security  |  |  |              |   |   |   |
| Security     Choice of region for data hosting       Data Processing Addendum (for GDPR compliance)     Image: Choice of region for all users       Email support for all users     Image: Choice of region for data hosting       Support     Knowledge hub   |  |  |              |   |   |   |
| Security       Data Processing Addendum (for GDPR compliance)       Image: Compliance       Image: Compliance         Email support for all users       Image: Compliance       Image: Compliance </td <td></td> <td>Choice of region for data hosting</td> <td><math>\oslash</math></td> <td></td> <td></td> <td></td>  |  | Choice of region for data hosting  | $\oslash$    |   |   |   |
| Email support for all users     Image: Constraint of the second sec   | Security                                 |  |              |   |   |   |
| Support Knowledge hub  |  |  |              |   |   |   |
|  | Support                                  |  | -            |   |   |   |
|  |  | Dedicated account manager for enterprise accounts                                | $\odot$      |   |   |   |