



PRODUCT SHEET

Psychosocial risk analysis: the SONAR method

You need everyone to be productive in order to get results. It is therefore essential to reassess the well-being of your employees regularly. You can use the SONAR method to that effect. The method is implemented to carry out an integrated quantitative and qualitative psychosocial risk analysis. Based on the results, Mensura provides you with an action plan that allows you to implement tangible improvement steps right away.

Why?

Your employees are exposed to all kinds of stress factors caused by working conditions and interpersonal relationships. If you manage to identify the psychosocial risks in the workplace, you can prevent or limit the chances of psychological and physical trauma and then remedy it.

Who is it for?

A thorough analysis of the psychosocial risks is useful for anyone who intends to identify and address psychosocial risks in their organisation.

How?

The SONAR method follows 5 steps:

- 1. Preparation and organisation:** in consultation with the organisation, we coordinate efforts to ensure the project will run smoothly.
- 2. SONAR quantitative (exploration):** we use the SONAR checklist to poll your employees. The employee receives a short summary of his/her answers and some concrete tips to help him/her make improvements.

3. First feedback (determining the next steps): together with you and based on the results obtained, we determine which psychosocial risks and/or target groups need to be explored further.

4. SONAR qualitative (in-depth analysis): we organise group and/or individual interviews based on the findings of the quantitative stage. We understand better what the figures mean as a result. This also allows your employees to suggest actions for improvement.

5. Final feedback: our psychosocial prevention advisor draws up a confidential report which incorporates the SONAR results and puts together the action plan in consultation with you.

Result

Having acquired a complete overview of the psychosocial risks within your organisation, you now have concrete action points to improve psychosocial well-being.