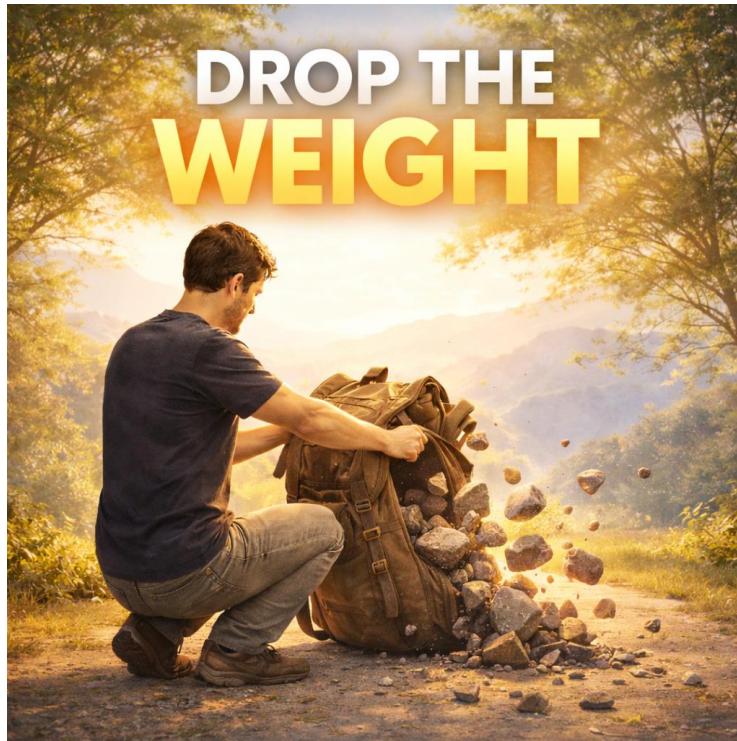




**GIRUMOA**



## Framing Statement

This session is based on a simple and widely accepted observation: experiences and pressures from outside work do not stop at the workplace door. Ongoing personal demands — such as responsibilities, change, or sustained stress — can influence attention, energy, decision-making, and engagement at work.

The session takes a structured, evidence-aware approach informed by the principles of **Truth, Reason, Encouragement, and Empathy**. It focuses on helping individuals understand how pressure operates across life and work, and how to manage their capacity in a way that supports consistent, sustainable performance within professional roles.

## Why Book This Session?

This session supports individuals to recognise how personal pressures can affect their effectiveness at work, and to apply practical strategies to manage demands more constructively.

For organisations, the session provides a balanced, clearly bounded framework that complements existing wellbeing, health and safety, and people management approaches. It supports staff to take responsibility for managing capacity while helping organisations reduce avoidable burnout risk and maintain performance standards.



## Key Outcomes

Participants will be able to:

- Understand how personal pressures can influence focus, energy, and work quality.
- Identify early indicators of overload that may affect performance.
- Apply practical strategies to manage capacity and maintain effectiveness.
- Strengthen boundaries between work and non-work demands.
- Develop routines that support recovery and sustained engagement.
- Contribute to psychologically safe environments through clearer communication and expectations.
- Align personal working practices with organisational requirements and responsibilities.

## Session Summary

This session provides practical, non-clinical guidance to help individuals understand and manage the interaction between personal pressures and workplace performance. It offers tools that can be applied immediately, supporting people to function effectively at work while maintaining appropriate boundaries around personal responsibility.

For organisations, the session supports key priorities including performance consistency, wellbeing, retention, and risk management, without encouraging disclosure or stepping into therapeutic territory.

## Professional Perspective & Fees

This work is informed by extensive cross-sector experience and a grounded understanding of how personal pressures intersect with professional responsibility. Delivery is professional, structured, and appropriate for diverse workplace audiences.

Fees reflect senior-level expertise and preparation, with typical organisational bookings ranging from **£3,500–£6,000**. Tiered pricing is available for public-sector and third-sector organisations.

## Scope & Boundaries

*This session is educational and preventative in nature. It does not involve clinical intervention, diagnosis, or personal disclosure, and does not replace organisational support services or professional care.*