



Needs Analysis: Cognitive Mapping



Instructions

Show participants the JD-R model [video](#). Ask participants to fill out Post-it notes in different colours, **green** (Job Resources) and **red** (Job Demands), related to their workplace – minimum 3 each. Ask the participants to place the Post-it notes in the most appropriate category on the map (I, G, L, O). If any notes cannot be placed, they can be parked on “P” and discussed further with the group. Discuss with participants by asking the following questions:

- Are there any overlapping themes or conflicting statements?
- Are some of the issues related?
- Do we see a pattern?
- What do you think is the possible root cause?
- Are there any specific groups (e.g., gender, age) in the organisation that need interventions to address mental health and well-being issues? And if so, why?
- Is anything missing on the map? (Extra **green** and **red** notes).
- Move around the **red** and **green** Post-it notes and draw relationships on the map with a marker pen.

Note: Please refer to [Step 2 of the H-WORK roadmap](#) for more detail.

Individual

Examples:
Work-life balance
Work content
Work context and characteristics

I

Group

Examples:
Interpersonal relationship
co-workers

G

Organisation

Examples:
Interpersonal relationship
client, patient, customer, etc.
Culture of support
Respect and fairness
Policies and practices
Employee development and involvement
Stigma

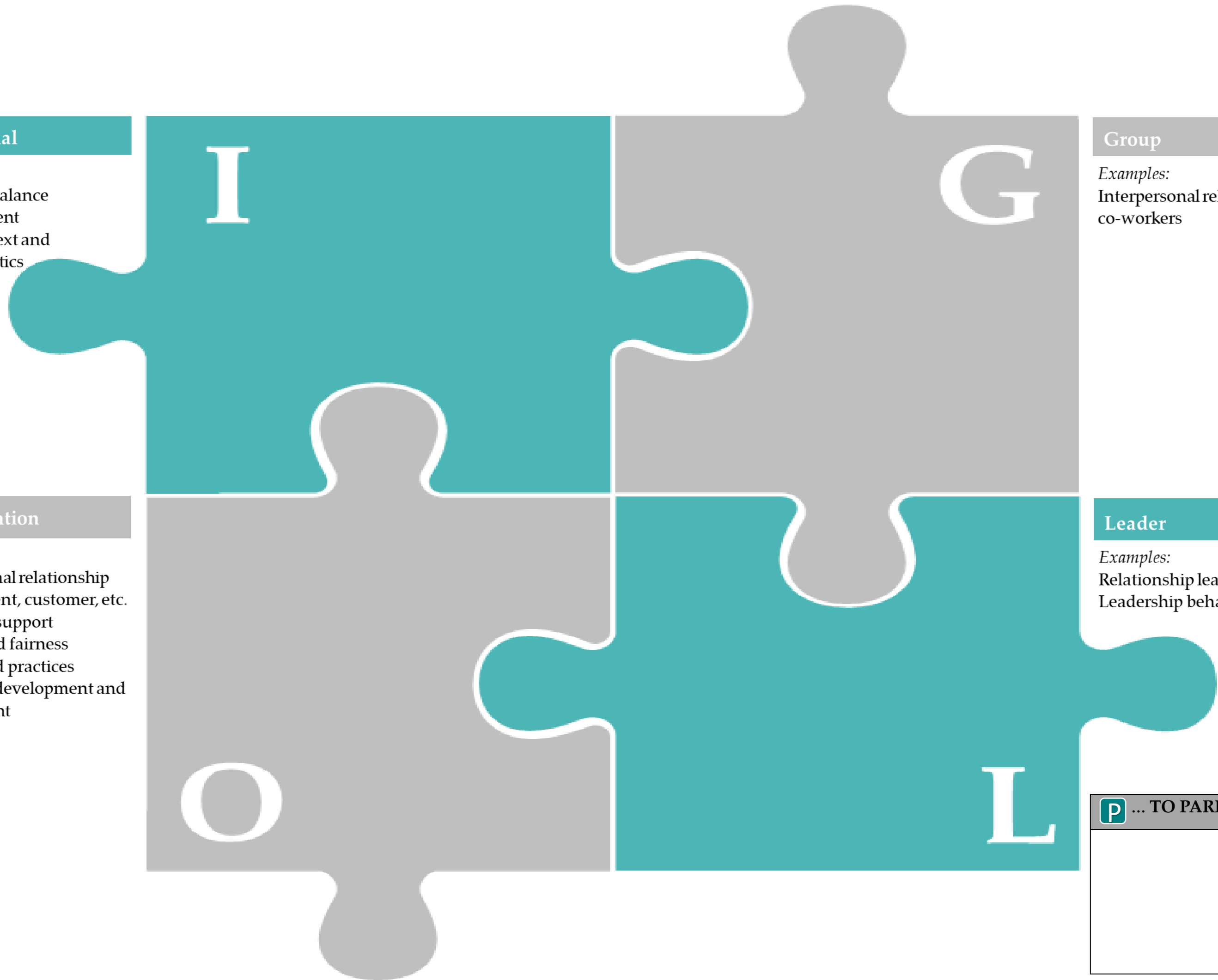
O

Leader

Examples:
Relationship leader
Leadership behaviour

L

P ... TO PARK





Needs Analysis: Cognitive Mapping



Explore Needs and Improvement

Initiate a group discussion by asking the following questions:

- Based on the results from the mapping exercise, what are the main things that should be improved and/or preserved to create a mentally healthy place to work?
- What would you prioritise?
- What can be done with these prioritised issues at the different levels?
- Which resources are needed?
- What could be the barriers to dealing with these issues?
- What would help employees manage their own mental health?

Closure

- Is there anything else that you would like to add, or anything else that we should consider?

Give a summary of the most important discussion points and communicate the next steps (e.g., stakeholder meeting for action planning) foreseen in the intervention process.