

## Case Study



### How the Police keep their staff resilient

Using online coaching, the Police help staff well-being and focus on prevention.



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[www.inukacoaching.com](http://www.inukacoaching.com)

# The challenge

Maintaining well-being in a high-stress environment

The Police face several challenges in maintaining the mental resilience of their staff:

- **The image of the Police has changed, and violence against officers has increased considerably.** This brings challenges, as officers also face threats via social media, impacting their mental resilience and their families.
- **Officers often find themselves amidst polarized groups with strong opinions.** Maintaining neutrality in such situations adds mental pressure.
- **Excessive deployment and increased working hours** leave less room for individual officers to maintain their mental resilience.

# The solution

Online coaching sessions and preventive measures

The Police implemented:

- **Anonymous one-on-one coaching sessions** through Inuka Coaching, focusing on both personal and professional challenges.
- Employees completed a quick **self-scan to identify their mental state** and were provided with an opportunity to book online coaching sessions.
- This approach emphasized prevention, helping employees create **action plans** with their coaches.



## The results

### Improved Conversations

The initiative significantly enhanced discussions about mental health and well-being within the team.

### Enhanced Support

The majority of employees who participated felt better supported in both personal and work-related challenges.

### Seamless Implementation

Employees easily conducted a quick self-scan and could immediately book coaching sessions online.

### High Engagement

The pilot program saw strong participation, leading to meaningful personal and professional growth for employees.

### Preventive Action

The initiative emphasized prevention, with employees creating effective action plans with their coaches to tackle challenges step by step.



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# Achieving success: Key steps we took

By Johan Jasperse, Operations Expert at De Politie

- 1 Implemented anonymous one-on-one coaching sessions to provide a safe space for discussing personal and professional challenges.
- 2 Emphasized prevention through quick self-scans and early intervention.
- 3 Fostered open conversations about mental health and well-being within the team.
- 4 Partnered with Inuka to deliver these services seamlessly within the Police environment.



"The threshold for seeking help through Inuka Coaching is very low. Because the coach is anonymous, it is **easier to discuss** certain personal things. This way you can **come to solutions** you wouldn't have thought of yourself."

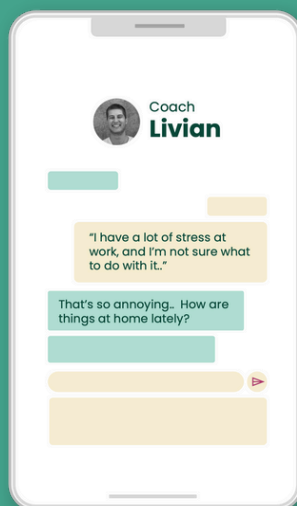
Anonymous Police Employee

## With Inuka, your employees can...

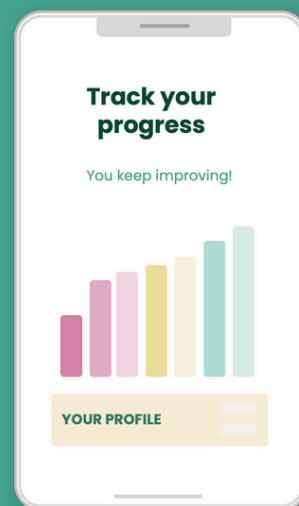
Find out how they are actually doing.



Talk to a coach to tackle their challenges.



Feel better within just 4 sessions.



Curious?

**BOOK A DEMO**



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