



3bigthings

Mind. Body. Environment.

sean.versteegh@3bigthings.co.nz

chris@3bigthings.co.nz

www.3bigthings.co.nz

PSYCHOSOCIAL HAZARD ASSESSMENT PROPOSAL

Psychosocial Hazard Assessment.

A web-based psychosocial hazard assessment for your workforce. Independently validated. Aligned with NZS ISO 45003 and WorkSafe's Good Practice Guidelines. Interpreted by a New Zealand-based clinical team.

APRIL 2026

3 BIG THINGS LTD

AT A GLANCE

Where psychosocial risk sits across your organisation.

The information you need to do more than meet your duty.

A psychosocial hazard assessment closes the gap — to build a workplace where your teams are engaged, motivated and at their best.

WHY THIS, WHY NOW

Under the Health and Safety at Work Act 2015, psychosocial hazards must be managed as rigorously as physical ones. WorkSafe NZ's Good Practice Guidelines for Managing Psychosocial Risks at Work now spell out what that means: identify the hazards, assess the risks, implement controls, monitor and review.

Most organisations don't currently have a structured way to demonstrate they're doing this. Engagement surveys measure how people feel about work — they don't measure the work-design factors that create psychological harm. Wellbeing programmes support individuals — they don't tell you where the organisational risk sits. A psychosocial hazard assessment does both: it identifies the work-design factors driving harm, ranks them by influence, and gives leaders a defensible, board-ready view of where to act first.

49%

of the NZ workforce reported severe burnout in Q1 2025 — up from 28% the previous quarter.

ELMO Employee Sentiment Index, 2025

1 in 5

NZ workers experience workplace bullying or harassment annually.

WorkSafe New Zealand

USED BY LEADING ORGANISATIONS

Rolls-Royce · EY · Suncorp · Glencore · University of Sydney

Rolls-Royce alone runs the platform across 45,000 employees in six countries.

WHAT IT MEASURES

24

Work factors

DOMAINS

7

TO COMPLETE

~10 min

The assessment measures both the hazards that create psychological harm and the strengths that reduce them. Independently evaluated by Griffith University’s RISE Research Unit and judged a **“very high-quality survey instrument.”** Maps directly to the hazard categories in WorkSafe’s Good Practice Guidelines.

01

PSYCHOSOCIAL SAFETY CLIMATE
How seriously psychological health is treated at the top.

02

WORK DESIGN
Workload, role clarity, autonomy, control, support.

03

WORK ENVIRONMENT
Physical conditions, technology, resources.

04

WORK RELATIONSHIPS
Manager and peer support, fairness, cohesion.

05

WORK EXPERIENCES
Meaningfulness, recognition, growth.

06

HARMFUL BEHAVIOURS
Exposure to bullying, harassment, discrimination.

07

OUTCOMES
Burnout, distress, intent to leave — benchmarked against normative data so you can see how your workforce compares.

Harms and benefits reported alongside each other, so you know what to defend as well as what to fix.

INDEPENDENT PSYCHOMETRIC VALIDATION

Griffith University RISE Research Unit · April 2025 · n=598. One of the most thoroughly evaluated psychosocial assessment instruments available — strong on reliability, validity, ethical design and practical applicability.

WHAT THIS DELIVERS

What this *delivers.*

1

Visibility you can trust

A live dashboard with custom analytics, showing where psychosocial risk sits across your organisation — by department, by team, by work type — without compromising individual confidentiality.

2

Strengths you can defend and scale

The strengths already working in your workplace, named and ranked. Not just a deficit list.

3

A prioritised plan, not just a dashboard

The three or four work factors that will actually move the needle, ranked and explained. Not forty-seven metrics to triage. And we work alongside your team to support implementation of the plan — not just hand it over.

4

Defensible evidence

A board- and audit-ready record that you've assessed psychosocial risk to the WorkSafe standard. Aligned with NZS ISO 45003. Quoted in the language a regulator uses.

5

Movement you can show

Re-assessment cycles let you track what's actually changing — so you can show your board the investment is working, and adjust where it isn't.

ALIGNED WITH NZS ISO 45003

The international standard for managing psychological health and safety at work. Currently the most credible framework against which a New Zealand regulator or court will assess whether you have met your duty.

WHY IT MATTERS NOW

\$225k

Awards for psychosocial harm in NZ now exceed this in a single case. Courts are already acting on it.

NZ CASE LAW, 2024-2025

“

It seems only a matter of time before there is a similar prosecution in relation to a failure to manage psychosocial risks in a New Zealand workplace.

BUDDLE FINDLAY

The expectation isn't aspirational. Under the Health and Safety at Work Act 2015, employers must assess and plan proactively, not respond after the harm is done.

The Australian precedent. In December 2024, Australia delivered its first conviction of a Commonwealth employer for failing to manage psychosocial risks. NZ's legislation is modelled on the same framework.

HOW IT WORKS

Five phases. Roughly six weeks. *Then ongoing monitoring.*

01

Mobilise

WEEKS 1-2

We configure the assessment for your organisation, build the right reporting structure, and brief your managers. Implementation includes comms templates, intranet copy, manager talking points, posters and a launch playbook. Two weeks, light touch on your people. Executive sponsor and steering group confirmed.

02

Assess

WEEKS 3-5

Your workforce completes the ~10-minute online assessment via email, SMS, app or QR code — confidential or fully anonymous, your choice. Live participation tracking through a survey manager portal. No IT integration required unless you want SSO. Aggregated, privacy-preserving reporting only — never individual responses. Minimum group thresholds protect confidentiality.

03

Analyse

WEEK 6

The platform's proprietary analytics — the Harm-Benefit Indicator, Harm-Benefit Ratio, Factor Influence Prioritisation, distribution analysis — surface the levers worth pulling and reveal the high-harm pockets that team averages hide. Wellbeing outcomes (stress, anxiety, burnout, fatigue, sleep) benchmarked against normative data.

04

Interpret

WEEK 7

A 3 Big Things psychologist walks you through what the data is saying — where to act first, what to defend, and what to be cautious about. You leave with a prioritised, board-ready picture.

05

Act

WEEK 8+

Findings flow into the platform's risk register, where controls, owners, actions and effectiveness are tracked over time. Re-assessment cycles show your board what's actually moved, what hasn't, and where to focus next. We're alongside you for the response — or you can take it from here.

WHAT YOUR REPORTING LOOKS LIKE

Designed for leaders to read. *Not analysts to decode.*

A live dashboard, proprietary analytics, and evidence of movement over time.

LIVE DASHBOARD Real-time participation tracking Drill-down from organisation to region, site, department and team. Heat maps at any level. Configurable by role, so executives, managers and HR each see what they need.	INSIGHT BUILT FOR ACTION Proprietary analytics surface the levers worth pulling Wellbeing outcomes benchmarked against normative data. Estimated financial impact of job-stress-related absenteeism, presenteeism and turnover intent expressed in dollars.
ACTION AND PROOF A risk register inside the platform Tracks controls, owners, actions and effectiveness. Re-assessment cycles show your board what's actually moved.	CONFIDENTIAL BY DESIGN Aggregated, de-identified, never individual Reporting at organisation, department and team level only, with minimum response thresholds to prevent inference of individual answers. Individual responses stay between the participant and the platform — non-negotiable.

IMPLEMENTATION SUPPORT

Our psychologists working alongside your team

When the assessment surfaces priorities, our team works alongside yours to design and implement the changes — manager training, intervention sprints, governance briefings, or coaching. You get a partner, not a report dropped on your desk.

WHY 3 BIG THINGS

Registered psychologists who already work in *high-stakes New Zealand environments.*

REGISTRATION Registered psychologists, not consultants, not an app. A network of 45+ practitioners across 20+ locations in Aotearoa.	TRUSTED BY Kāinga Ora, the Judiciary, MBIE, NZ Police, UniMed and a wide range of New Zealand businesses.
VALIDATED The assessment platform has been independently evaluated by Griffith University’s RISE Research Unit (April 2025, n=598).	PRIVACY ISO 27001:2022 certified. Aligned with the New Zealand Privacy Act 2020. Aggregated reporting only.

THE MIBOWORK PARTNERSHIP

3 Big Things is the authorised New Zealand partner for Mibowork Pty Ltd, the Australian software company that develops the platform. Our partner agreement places us in a Partner-Managed relationship for the New Zealand market. You contract directly with Mibowork for the platform; 3 Big Things delivers the New Zealand-side implementation, interpretation and clinical layer.

GROUNDING IN AOTEAROA

Te Whare Tapa Whā. *Mind, body, environment.*

Our approach is informed by Te Whare Tapa Whā, recognising that wellbeing draws on mind, body and environment working together. Delivered by registered psychologists who work in New Zealand workplaces every day — and understand the regulatory and cultural context that comes with that.

INVESTMENT

A single annual investment, *scoped to your workforce.*

YEAR 1 — WHAT’S INCLUDED

Full platform access for your workforce, including the live dashboard, all reporting and the risk register.

Mibowork implementation — technical setup, configuration, comms templates, manager briefings, launch playbook and live participation monitoring.

3 Big Things consultation and ongoing support throughout the year — your dedicated psychologist sits with you to interpret the findings, helps you prioritise the actions that matter, and stays available for follow-up conversations as you respond to what the assessment surfaces. Not a written report dropped on your desk.

Re-assessment capability for the duration of the subscription.

Privacy-preserving aggregated reporting throughout.

THE NEXT STEP

Confirm your headcount.

We’ll send a fixed-price quote scoped to your workforce. The investment covers everything you need to run the assessment well across your organisation in year one.

YEAR 2 ONWARDS & THE SERVICES WE EXTEND WITH

Subscription continues at the prevailing rate. Beyond the platform, our team offers a range of 3 Big Things services that organisations typically extend into — scoped on demand, if and when you want to.

Training programmes

Manager training, psychological safety capability, response readiness and team workshops — designed to give your people practical tools they will actually use.

Executive coaching

One-to-one coaching for leaders carrying psychosocial risk responsibility. Confidential, evidence-based, scoped around the realities of high-stakes work.

Enhanced EAP

Clinical individual support delivered by registered psychologists who understand the realities of your sector. Higher take-up, better outcomes, no call-centre triage.

Intervention design & board briefings

Bespoke response programmes shaped from the assessment findings, plus translation of the data into briefings governance audiences will read and act on.

PRIVACY, SECURITY & YOUR DATA

Clinical-grade. NZ-aligned. *Aggregated only.*

INFORMATION SECURITY

Mibowork is ISO 27001:2022 certified. Clinical-grade encryption in transit and at rest. Role-based access controls. Multi-tenant architecture with strict organisational isolation. Penetration tested and remediated.

PRIVACY

Mibowork is contractually bound to comply with the Privacy Act 2020 (NZ) in addition to Australian privacy law. Eligible Data Breach obligations include the NZ-specific “as soon as practicable” notification standard.

WHAT YOUR ORGANISATION SEES

Aggregated, privacy-preserving reporting only, at organisation, department and team level, with minimum response thresholds to prevent inference of individual answers.

WHAT PARTICIPANTS SEE

Their own responses only. Confidential link, progress auto-saves.

DATA PROCESSING ADDENDUM

In place between Mibowork and 3 Big Things at Schedule 4 of our partner agreement; extends to your subscription.

HOSTING

Microsoft Azure with regional data residency options.

A current Cyber Certificate of Insurance (Mibowork) and our ISO 27001:2022 certificate are available on request.

NEXT STEPS

- 1 Review this proposal — we’re happy to take you through any section in person or by video call.
- 2 Confirm executive sponsor and project lead within your People & Culture team.
- 3 Sign the Mibowork subscription agreement — we will guide and support.
- 4 Schedule mobilisation kick-off — recommended within two weeks of sign-off.

We can mobilise on confirmation. The first cycle — setup, assessment, interpretation, board-ready summary — typically completes within six weeks.

GET IN TOUCH



Sean Versteegh

CO-CEO, 3 BIG THINGS LTD

sean.versteegh@3bigthings.co.nz
027 241 9654



Chris Scott

CO-CEO, 3 BIG THINGS LTD

chris@3bigthings.co.nz
020 4182 6758