

Rising to the challenge of mental health in real estate



There is a **crisis**
lurking **underneath** the
glamour of **real estate**

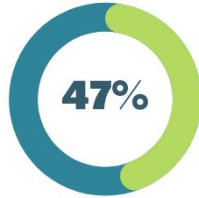


Our people are dealing
with unprecedented
levels of **stress, anxiety**
& **poor health**

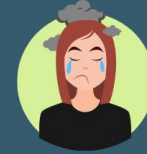
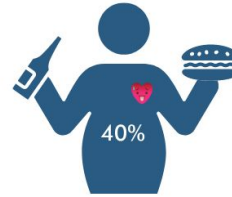


Our shocking statistics

Real estate employees have work-based anxiety.



40% unsatisfied with their physical health.



12% say they have no one to call when they feel stressed or anxious.

58% of real estate employees say they DO NOT have work life balance.



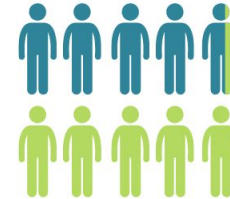
Use alcohol to cope with stress



Are burnt-out in their workplace



Have no time for hobbies



46% say work impacts their personal relationships.


Source: Revive Project 2017

Our **suicide levels** challenge the country's most dangerous professions

In 2014 the Coroner's report of Victoria officially classified real estate as a 'high-risk industry' with an average annual suicide rate of **13 people per 100,000 employees**, placing it higher on the danger spectrum than policing.



Source: Revive Project 2017



As employers, we have
a clear **fiduciary**
obligation to make our
workplaces safe.

Failure to appropriately manage and respond to mental health concerns can give rise to a range of claims by employees... including workers' compensation claims, adverse action and anti-bullying order applications under the Fair Work Act 2009 (Cth), and disability discrimination claims under State and Federal anti-discrimination legislation. - [Clayton Utz](#)

As **leaders**, we have a
moral duty to act.

(Do we *really* want our
legacy to be that we were
responsible for people
being in pain?)



It's **not** only about being
'broken'.

We can **aspire to improve**
our **performance** and focus
on **wellness** at any time.



How we can create change

Rise Initiative



Step 1

Normalise

conversations about
mental health and the
links between **mental**
wellness &
performance



Step 2

Provide **tools** and **support** for our teams to **manage mental & physical wellness** at their discretion



Step 3

Make **crisis support easily available** and **build awareness** of how to access it



Step 4

Rethink the model -

move the industry away from **one-sided** revenue streams of GCI to more **wholistic & healthy** models

YOU DIDNT COME THIS
FAR TO ONLY COME
THIS FAR

Our toolkit

Rise Initiative



Rise Conferences

- A conference that links mental wellness and performance and calls bulls\$%^ on ego driven real estate.
- Inspiration, motivation and making the connection between being a good human and a great agent
- Changing the conversation away from perfection and discussing issues of mental health, wellness, empathy, life and family balance, leadership, humility, generosity.
- Dealing with the messy, hard and human issues of real estate and a real estate life.

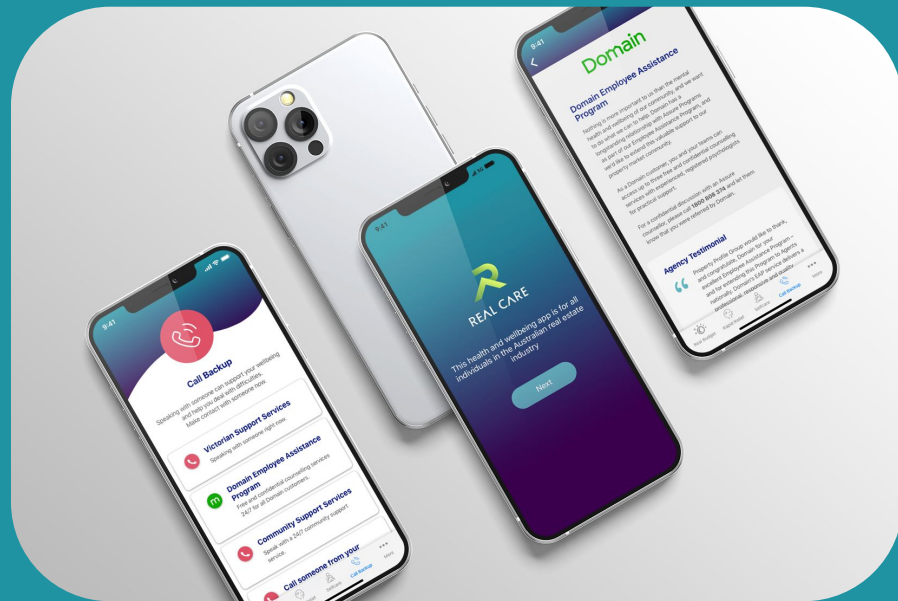
The logo for Rise Conferences features the word "RISE" in a bold, pink, sans-serif font. A small pink star is positioned above the lowercase 'i' in "RISE".

MASTERY. WELLNESS. INSPIRATION.

**TUESDAY MAY 24 IN
MELBOURNE**

The Real Care App

- Based on more than 1000 hours of research with Australian and NZ agents
- Focus groups of 56 agents
- Built by Utility Creative - builders of mental wellness apps for the police & other key industries.
- Designed by the real estate industry guided by real estate agents & property managers



The Real Care App

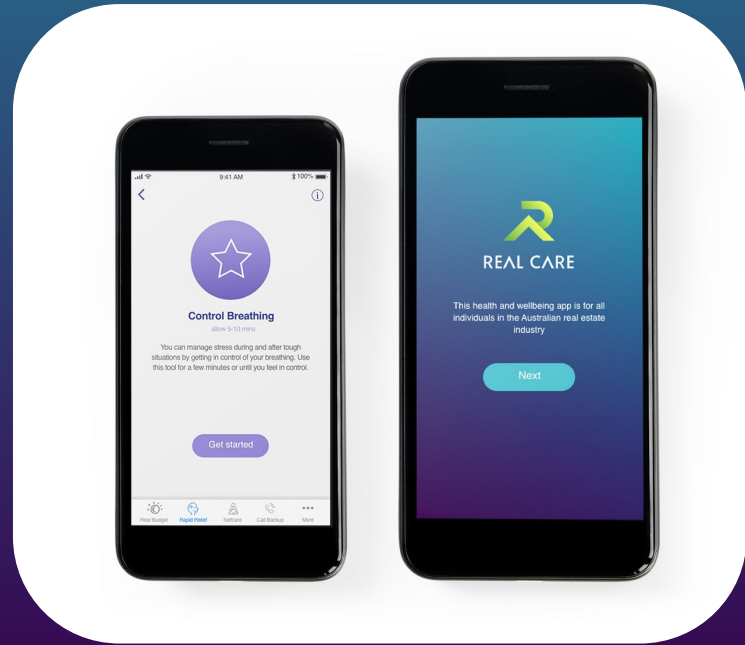
An app to help us feel better about real estate - in your pocket, whenever you need it



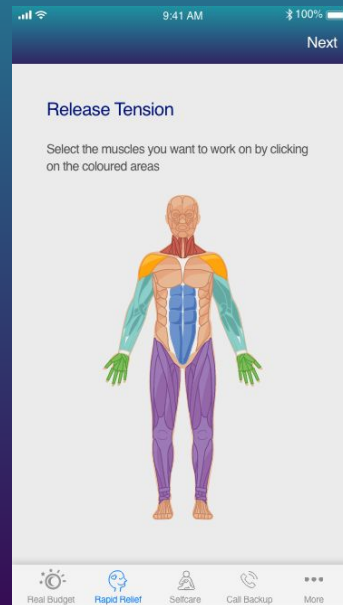
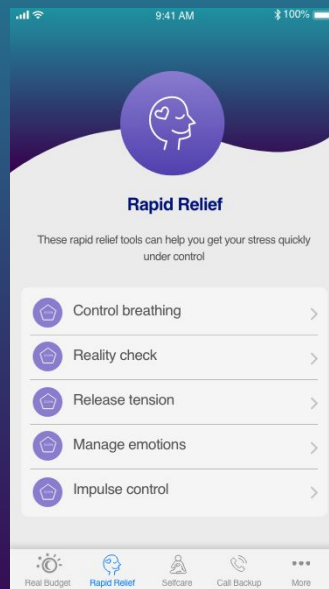
Download on the
App Store



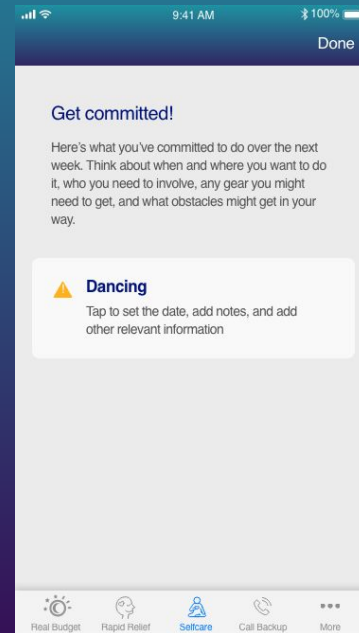
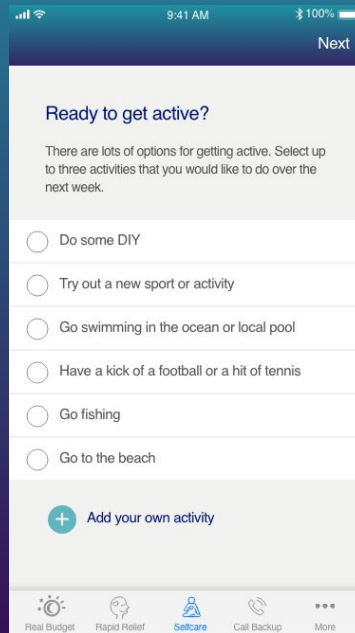
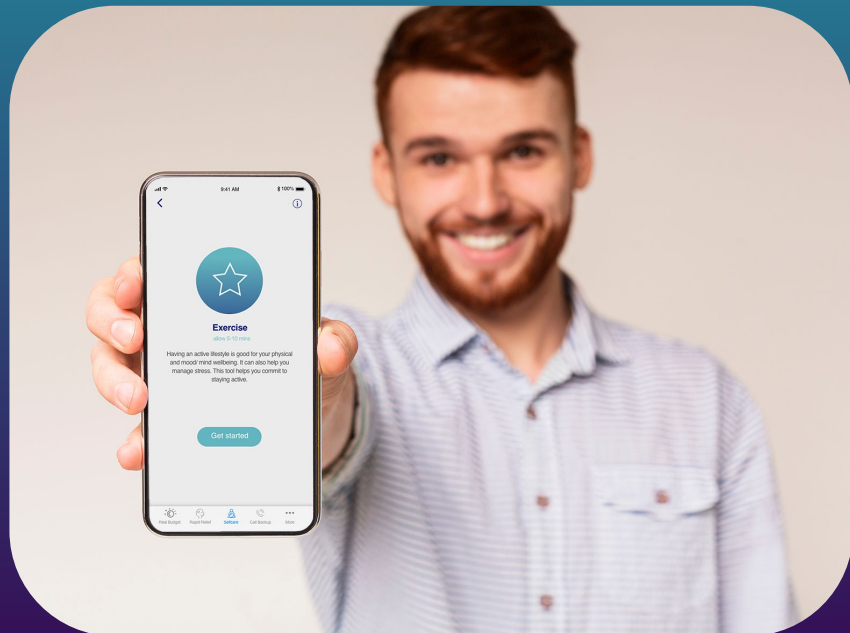
GET IT ON
Google Play



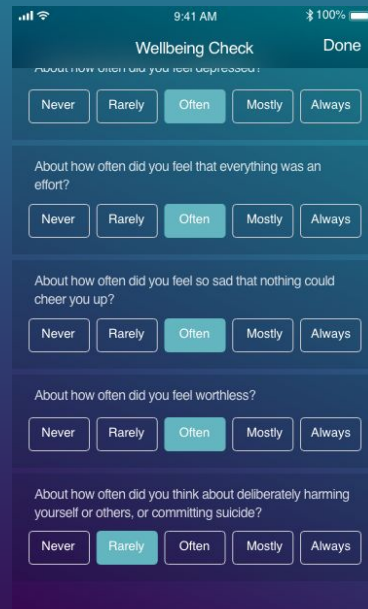
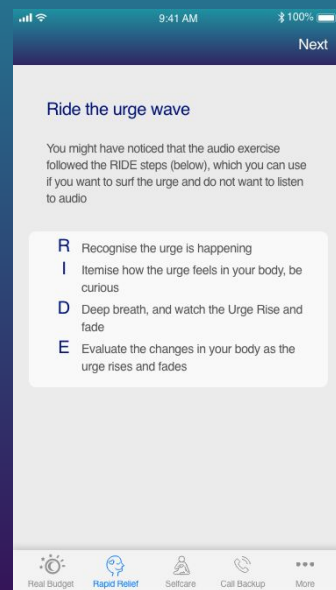
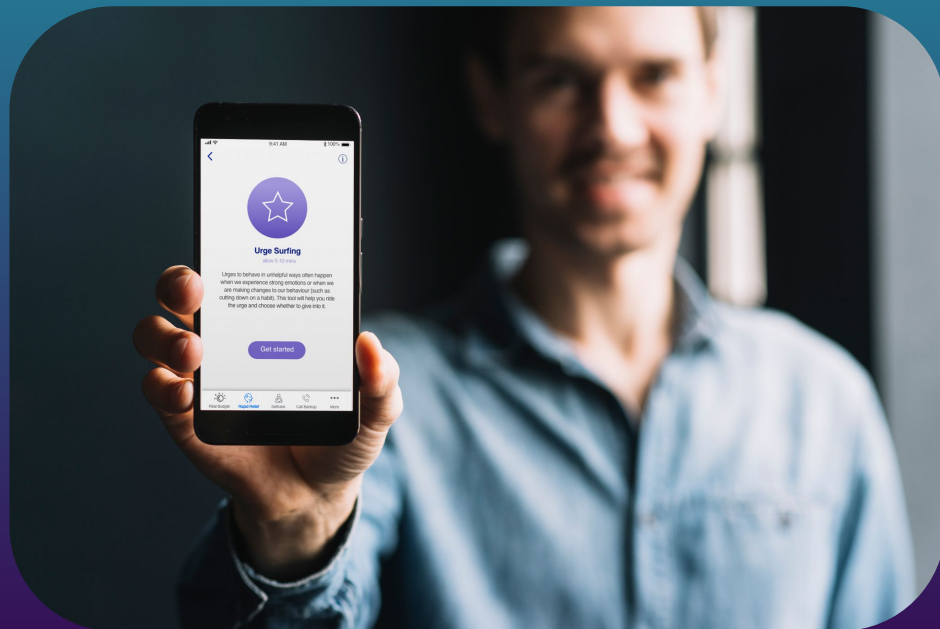
Help for dealing with stress



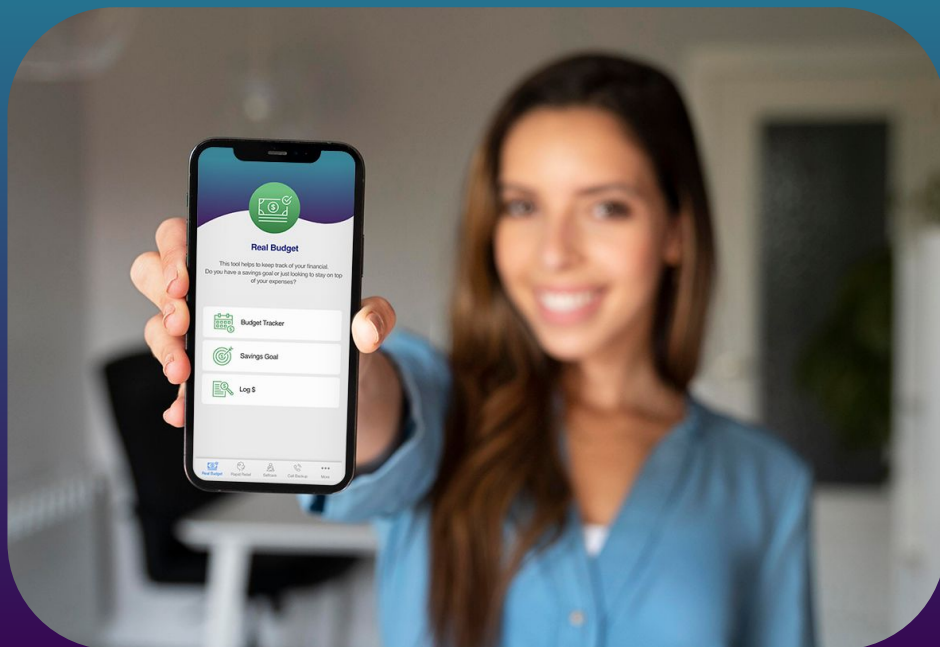
Help for improving your health



Help for managing your mindset



Help for finance & budgeting



9:41 AM 100%

Next

Savings Goal

5 of 6 Discretionary
We need some information to set up your savings goal

Discretionary Spending

Dining	\$0.00
Entertainment	\$0.00
Subscriptions	\$0.00
Fashion	\$0.00
Hair and Beauty	\$0.00
Others	\$0.00

Next

Real Budget Rapid Relief Selfcare Call Backup More

9:41 AM 100%

Next

Monthly Budget

1 of 6 Monthly Income
We need some information to set up your monthly budget

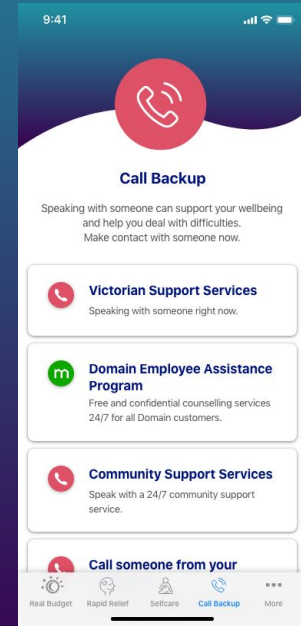
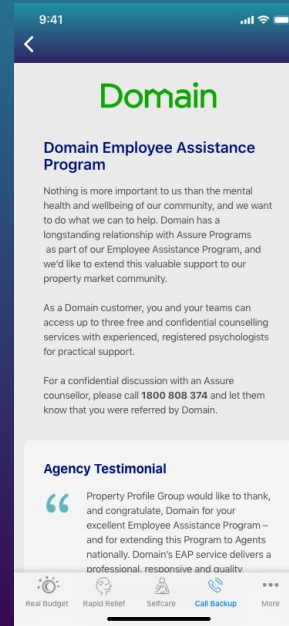
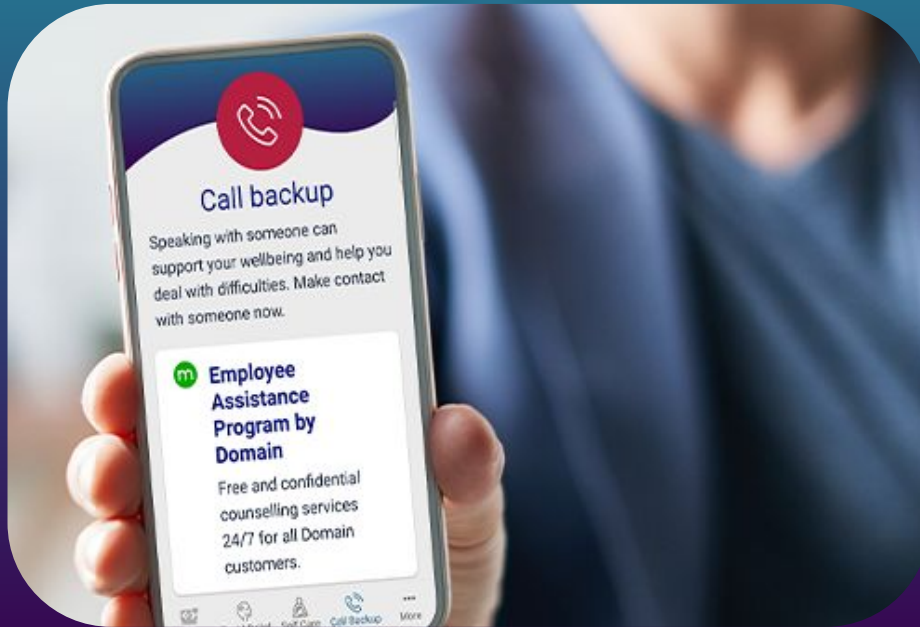
Monthly Income

Net Salary/ Wages	\$10,000
Commission/ Bonus	\$0.00
Other Income	\$0.00

Income Settings

1	2 ABC	3 DEF
4 GHI	5 JKL	6 MNO
7 PQRS	8 TUV	9 WXYZ
	0	

Help should it all get too much



Testimonials

Such an amazing resource for agents

Fantastic to see a collaboration like this to provide REAL support to the real estate industry. Big ❤️ to all involved.

★★★★★ Apple Review

We have now got about 70% of our team of 68 on the Realcare App. I personally like the switching off tools before bed along with the release tension section of the rapid relief tool. **John Cunningham, Cunningham RE**

"As a famous workaholic, I use the RealCare app to track my sleep hygiene. I know when I sleep well, everything else is easier. Being 'well' doesn't just mean that you're not unwell. I think everyone has the potential to be more well proactively and it is good to know there are options to get help whenever and wherever you need it."

- **Sarah Bell, AIRE**

Incredible bit of kit

It's amazing what can be done when a bunch of real estate professionals come together in collaboration. This is a phenomenally powerful FREE tool that will provide so much value to so many people. ★★★★★ Apple Review

Privacy

The Real Care App is completely private.

No personal information is captured or shared as part of app usage.

As app developers, the Rise Initiative sees only the number of people using the app and their time inside the app for measurement purposes.

No information is collected or stored as part of the counselling service with Domain.

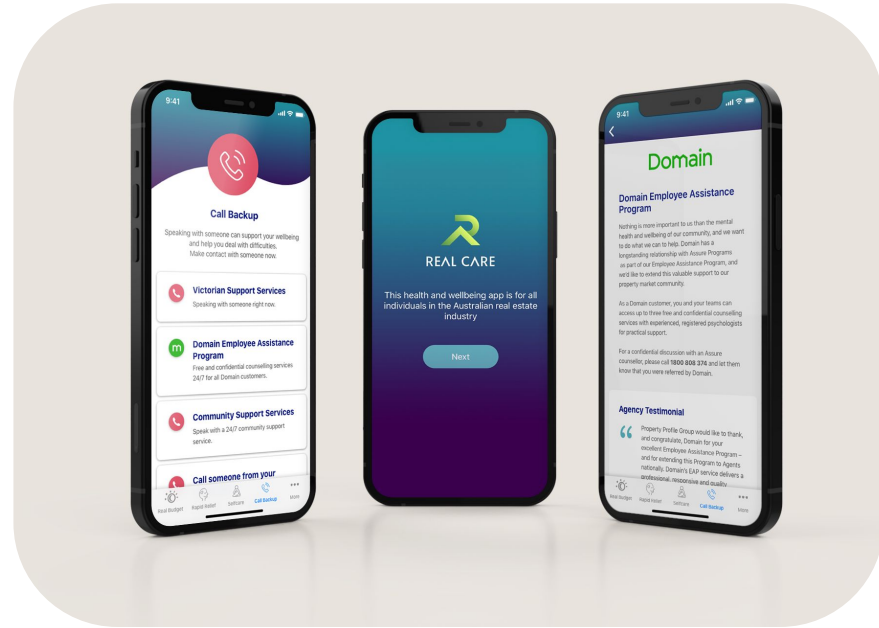
A photograph showing several hands reaching up from the bottom and sides, their fingers touching to form a heart shape. The background is a bright, cloudy sky. The hands are of various skin tones, suggesting a diverse group of people.

How we'd love you to help

- Share Real Care info with your people
- Include mental wellness topics in your training
- Share your own stories
- Mandate training with your teams
- Download the app yourself!

Resources

- [Real Care App images](#)
- [Kitchen Posters](#)
- [Infographics](#)
- [Real Care app video](#)
- [Rise Conference speaker videos](#)



#risewithus

Riseconference.com.au

Made possible by the generous support of:

Domain



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