Home Page

Logo with Tagline top left corner

I want to:

Get help with my recovery (link to Recovery Coaching ***booking link***)

Get help with resilience skills (link to Resilience Building ***booking link***)

Learn about training (link to main training page)

Attend an event (link to events)

View resources (link to resources page)

Raising Hope, Building Skills,  
Transforming Lives

Phynix Initiative is dedicated to raising  
mental wellbeing around the world through training and coaching in:

* Mental Health First Aid
* Resilience
* Recovery

We know our stuff! Our way of working is to empower our clients in becoming the best they want to be. Each client is unique, and the way we work with you should be too. We start where you are & we work towards your goals.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**1 in 5 adults experience mental illness.**

Don’t ignore these signs:

|  |  |  |  |
| --- | --- | --- | --- |
| A person sitting on a chair  Description automatically generated with medium confidence |  |  | A person with long hair  Description automatically generated with medium confidence |
| Feeling down or withdrawing socially | Excessive fears or mood shifts | Confused thinking or low energy | Physical discomfort or suicidal thoughts |

Get Help Now (button or link)

(link to go to Get Help PDF)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mental health can be considered to sit along a continuum. Everyone is positioned somewhere on the mental health continuum and an individual’s position will shift throughout their life (or even throughout one day) depending on a range of factors such as their life experiences, biology, access to services and coping skills.

It is normal to have ups and downs and shift along the continuum from time to time. For example, someone might feel really stressed out when a big project is approaching its deadline or when starting a new job. This is not a sign of clinical anxiety, but a one-off, reasonable reaction to the situation they are facing. The stress resolves when the situation has resolved.

Phynix Initiative offers a range of evidenced-based recovery-focused services for individuals experiencing mental health problems, for people who support others experiencing mental health problems and for leaders who want to improve the mental wellbeing and culture of their teams and organisations.

If you are ready to reach out, you want to feel better or you want to make a difference, book an Ember of Hope call to discuss how we can be of service to you. (Link to Contact Us)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Testimonials

“Thank you for providing assistance in specific cases that I am dealing with currently. This course was invaluable and I have already used some of the mechanisms and things that I have learned.” Course participant – Dept of Home Affairs

“I was initially nervous on how things will work out as all this was new to me. Tammie came across as a very accommodating, warm person. She gave me the space to express my thoughts, ideas. She hears me out and then provided the mentoring I needed.” Coaching Client – Kartik A.

“Great course! It is not often I manage to stay engaged the whole time when doing day long training sessions!” Course participant – National Ethnic Disability Alliance

“I would never have been able to do this without you giving me support and courage the whole way” Coaching Client – Tammy F.

About Us Page

**Our vision**

To become a world leader in helping people achieve their potential.

**Our mission**

To empower individuals, groups, organisations and communities with the knowledge necessary to increase mental well-being, resilience and motivation.

**Our values**

|  |  |
| --- | --- |
|  | * **Hope** – We value hope, courage and perseverance, knowing that people can accomplish great things when they keep on trying. |
|  | * **Client Focus** – We want to walk alongside our clients, to grow with them and to create win-win solutions for both parties. |
|  | * **Integrity** – We value honesty, accountability and open communication in our relationships with our clients, staff and other stakeholders. |
|  | * **Making a Difference** – We are committed to action for social justice, respect for peoples’ rights and to fostering inclusion and diversity. |
|  | * **Creativity & Innovation** – We value the development of new ideas and work practices that continually improve our capacity to provide excellent services. |

## Meet the Team

Let’s meet the team that deliver on the mission of Phynix Initiative.

This organisation is being built on the foundation of a peer support model. Peer support is distinct from other forms of social support in that the source of support is a *peer*, a person who is similar in fundamental ways to the recipient of the support; their relationship is one of equality. A peer is in a position to offer support by virtue of relevant experience: he or she has “been there, done that” and can relate to others who are now in a similar situation.

It is the intent that all staff who become part of the team working for Phynix Initiative, have a lived experience of distress and overwhelm or caring for someone who is living it.

## The Team

* [Tammie Horton](https://web.archive.org/web/20201204194227/https:/phynixinitiative.com.au/meet-the-team/#CEO)

### **CEO and Founder**

PHOTO HERE

#### **Tammie Horton**

I am a mental health coach, instructor, international speaker, international best-selling co-author, mentor, and consultant. I have a lived experience of:

* bullying
* self-harming
* domestic abuse
* anxiety, depression and suicidal thoughts and
* supporting a partner with multiple physical and mental health conditions

all the while holding down a full time job and raising three children.

In 2018 I left my career as an Australasian Award-winning Business Continuity Manager in the Australian Public Service to pursue my passion of helping people overcome distress and overwhelm and achieve their potential.

#### **My top 3 motivators are:**

* Searcher: Purposeful, feedback-orientated, quality critical
* Expert: Insightful, learning-orientated, knowledgeable
* Spirit: Independent, choice-orientated, decisive

#### **My top 5 strengths are:**

Input | Empathy | Relator | Harmony | Developer

I am looking forward to working with you to help you increase your mental well-being, resilience and motivation.

Regards

## Text, letter Description automatically generated

Services Page

Phynix Initiative offers a range of evidenced-based recovery-focused services for individuals experiencing mental health problems, for people who support others experiencing mental health problems and for leaders who want to improve the mental wellbeing and culture of their teams and organisations.

# A magnifying glass on a keyboard Description automatically generated with medium confidenceAssessments

The assessments we use help us understand what makes people tick. In summary we measure, understand and make use of data to make positive decisions, and take meaningful action. The assessments help with developing strategies for coping with uncertainty and change, increasing motivation, and engaging staff in creating their employee experience.

* Predictive 6 Factor Resilience – Individual (link to PDF)
* Resilience @ Work – Individual, Team and Leader (link to PDF)
* Motivational Map (link to PDF)
* Employee Experience (link to PDF)

# Coaching

Rather than giving advice, coaches gather information in the co-created process of change. A coach’s job is to ask questions from a curious stance that will provoke thought in a growth-oriented direction. Coaches see their clients as a whole and having the answers inside of them. Together, pathways to new ways of being in the world are developed.

Our coaches facilitate independence, hope, healthy relationships and life choices. Using a collaborative approach, our coaches will work with individuals, teams and leaders to design, plan and implement realistic plans; working toward achieving desired goals and aspirations.

Areas of focus include:

* Psychosocial (Mental Health) Recovery
* Resilience
* Motivation

# A picture containing text, person Description automatically generatedTraining

When it comes to mental health training, there is no time like the present to get started. Courses and workshops delivered by Phynix Initiative empowers you with the evidence-based tools:

* to help yourself
* to help those living with mental health problems
* to improve the culture in your workplace

All training is conducted by our mental health coaches.

Topics include:

* Mental Health Awareness
* Mental Health First Aid
* Resilience
* Motivation Mapping
* Rhythm 2 Recovery

# A picture containing indoor Description automatically generatedConsultancy

We offer expert guidance and support to help develop, and get the best out of your organisation’s people. We can support your organisation with developing and implementing mentally healthy workplace programs and developing and implementing psychosocially aware organisational change.

Our consultants are here to support your processes or to help you create new ones. We support our clients as much as they need, whether that is access to our range of assessments, facilitating workshops, conducting individual and team coaching, development of change management programmes.

Training page

Phynix Initiative trains you with the evidence-based tools to:

* be an open door to those in distress
* learn techniques for identifying mental illness
* develop effective situational responses
* learn to quickly connect those in distress with professional care
* build resilience skills
* embark on a recovery journey
* build mentally healthy workplaces.

To view upcoming courses visit our Events page.

## Begin Training Today

# Mental Health Awareness

EMPOWER

In a 2-hour session, EMPOWER provides a general perspective of mental health and well-being. This includes: understanding mental health and stigma, recognizing the signs of mental disorders, how and when to refer to a mental health professional, & ways you can develop and support your mental health.

# Mental Health First Aid

## MHFA: Engaging Leaders (2 hours)

This course will help leaders, decision-makers and influencers understand the benefits that MHFA can offer in helping to create mentally healthy workplaces. This course contains information about how leaders can support their employees who may be experiencing a mental health problem and is based on guidelines developed through the expert consensus of people with lived experience of mental health problems and professionals in workplace well-being.

## Standard Adult Mental Health First Aid (SMHFA) (12 hours)

The SMHFA course teaches adults how to provide initial support to adults who are developing a mental health problem, experiencing a worsening of an existing problem or having a mental health crisis. The help is provided until appropriate professional help is received or the crisis resolves. Mental health problems covered are::

|  |  |
| --- | --- |
| * Depression | * Panic attacks |
| * Anxiety problems | * Traumatic events |
| * Psychosis | * Severe psychotic states |
| * Substance use problems | * Severe effects of alcohol or other drug use |
| * Suicidal thoughts and behaviours | * Aggressive behaviours |
| * Non-suicidal self-injury |  |

## Standard Adult MHFA Refresher (4-5 hours)

The aim of the Refresher Courses is to update and build upon skills learned in the initial 12-hour MHFA course. The course contains new films and additional materials and is delivered in either in-person or on Zoom. Anyone who has completed a 12-hour MHFA course in the last 3 years is eligible to attend.

## MHFA for the Suicidal Person (4 hours)

The 4-hour Mental Health First Aid for the Suicidal Person course is for any interested adult.

You will learn the skills and acquire the knowledge required to safely have a conversation with a suicidal person.

This course is based on guidelines developed through the expert consensus of people with lived experience of mental health problems and professionals.

## MHFA for Non-Suicidal Self-Injury (4 hours)

The 4-hour Mental Health First Aid for Non-Suicidal Self-Injury course is for any interested adult.

You will learn how to assist a person who is engaging in self-injury.

This course is based on guidelines developed through the expert consensus of people with lived experience of mental health problems and professionals.

## MHFA for Gambling Problems (4 hours)

The 4-hour Mental Health First Aid for Gambling Problems course is for any interested adult.

You will learn how to identify, approach and support someone experiencing gambling problems using a practical, evidence-based action plan.

This course is based on guidelines developed through the expert consensus of people with lived experience of mental health problems and professionals.

## Blended Online MHFA Workplace/Community

The Blended Online Courses have been adapted from the Standard Mental Health First Aid Course for adults. In these informative and practical courses, you will learn about the signs and symptoms of common and disabling mental health problems in adults, how to provide initial help, where and how to get professional help, what sort of help has been shown by research to be effective, and how to provide mental health first aid in a crisis situation using a practical, evidence-based action plan.

These courses comprise a self-paced e-learning component (5-7 hours) plus 2 x 2.5 hour instructor-led Zoom sessions.

The Workplace course provides participants with the knowledge and skills to provide initial mental health first aid to assist colleagues, clients, and other workplace contacts who may be developing a mental health problem or experiencing a mental health crisis, and how to connect people needing assistance to existing workplace supports and external professional help.

Mental health first aid skills learnt by participants in the Community course can be applied in any setting. Course content includes case-studies, videos and resources tailored to the learning needs of community/public course participants.

## Youth Mental Health First Aid (YMHFA)

The 14-hour Youth Mental Health First Aid Course is for adults who work, live or care for adolescents, such as school staff, parents, sports coaches, community group leaders and youth workers.

Learn about adolescent development, the signs and symptoms of the common and disabling mental health problems in young people, where and how to get help when a young person is developing a mental illness, what sort of help has been shown by research to be effective, and how to provide first aid in crisis situations.

# Resilience and Motivation (Individual)

### Becoming - – COMING SOON

Unlocking the True, New, Authentic You. Discover new joys as you learn to let go of living the way that others think you should and, instead, live your life as the real YOU.

In this course, you’ll learn how to:

* Discover who you really are
* Find out your true passions
* Build your self-esteem
* Let go of past mistakes and accept yourself
* Break free from crippling self-doubts
* Embrace your individuality
* Love yourself
* Find your life purpose
* Show the world the real you
* Create a joyful life by living authentically

### Rise Up – COMING SOON

How to Overcome Challenges, Build Resilience, and Achieve Your Goals. This course equips you with the tools to use overwhelming force against your challenges, so you can conquer them and reach your goals.

In this course, you’ll learn how to:

* Deal effectively with setbacks
* Find the fastest solutions to your challenges
* Draw from your creativity to find new solutions
* Get through hopeless situations
* Believe in yourself and your dreams even during tough times
* Use failure to your advantage
* Motivate yourself to do great things
* Maintain enthusiasm in the face of adversity
* Finish what you start

### Ascendance – COMING SOON

Creating a mindset for success. Create your ideal lifestyle and the mindset, beliefs, and habits that support it.

In this course, you’ll learn how to:

* Create a mindset that pursues success and isn’t afraid of failure
* Attack limiting beliefs
* Eliminate self-limiting thought patterns
* Create intentions and goals that match your personal version of success
* Defeat negative habits and create new, empowering habits
* Create a plan for living the best year of your life

# Workplaces

HART (High Adversity Resilience Training)

(Descriptions to come)

Teams on PHIRE

(Descriptions to come)

# Recovery

## PHYNIX Rhythms

PHYNIX Rhythms Drum Workshops will provide people with the opportunity to experience positive social interactions, and develop valuable life skills, by combining the power of drumming with the fun, safe, communal environment of a small group setting.

Through the use of drum exercises as metaphors for discussion points, participants will be encouraged to explore and express thoughts and emotions whilst also reaping the

experiential benefits of performing rhythmic music.

These workshops are based on Simon Faulkner’s “Rhythm to Recovery” method of Drum Circle

facilitation, which he has demonstrated, and taught, globally. These workshops have been proven to be effectual with helping people with a variety of mental health or social issues, as well as general wellbeing.

Topics include:

* Healthy Relationships

### Workplace Development

* Resilience and Recovery
* Bullying Awareness and Prevention

### Violence Prevention

### Alcohol & Drug Prevention & Early Intervention Program

## Events

## Connect to Booking System

## Resources

## Content to come in PDF form