

*CHIme<sup>TM</sup> Health Initiative*

**WORKPLACE  
STRESS & PERFORMANCE  
SUPPORT PROGRAM**

**A Confidential, Preventative Resource  
for Employee Wellbeing**



## THE PROBLEM

*And why it matters  
to HR*

Workplace stress is a leading contributor to absenteeism, disengagement, burnout, and turnover. While many organizations offer wellness initiatives or EAPs, employees often lack accessible, preventative tools they can use before stress escalates into performance or health issues.

HR teams are increasingly responsible for supporting employee wellbeing while maintaining confidentiality, minimizing risk, and demonstrating value.



## THE SOLUTION

*And why it matters  
to HR*

This program provides a confidential, non-clinical support resource that helps employees manage stress, regulate focus, and maintain emotional resilience—without replacing existing HR or EAP services.

It supports employees as individuals while strengthening their ability to contribute positively to the organization.

# THE SOLUTION

## *And How The Program Works*

01

### **Individual Sessions (Confidential)**

One-on-one sessions conducted on-site or off-site

Strict confidentiality

Employees explore stressors related to workload, relationships, boundaries, or performance pressure

No reporting to management; participation is voluntary

02

### **Group Sessions**

Simple movement, breathing, and grounding techniques

Supports focus, emotional regulation, and energy management

Builds awareness of workplace dynamics and healthy communication

03

### **Optional Retreats & Team Sessions**

Structured reset experiences in a relaxed environment

Supports engagement, culture, and alignment without forcing disclosure

# METHODOLOGY

*The program draws from medical Qi Gong  
and intuition development practices*

- Mind–body regulation
- Self-integration
- Environmental and organizational awareness

Techniques are practical, easy to learn, and applicable in real workplace conditions.

This program gives employees practical tools to manage stress early, before it becomes a performance or health issue—while maintaining confidentiality and aligning with existing HR resources.

# FOR THE HR

## *Key HR-Aligned Benefits*

- Reduced stress-related absenteeism
- Improved engagement and morale
- Burnout prevention and early intervention
- Increased employee retention
- Supports duty of care without medicalization

## *Risk and Compliance Considerations*

- Non-clinical and preventative
- Confidential by design
- Complements EAPs, mental health benefits, and wellness programs
- Inclusive and accessible to all employees

## *Why HR Approves*

- Low-risk, scalable, and flexible
- Demonstrates commitment to employee wellbeing
- Supports retention, performance, and organizational health

# WHAT THE EMPLOYEES GAIN

- Tools to self-regulate stress and anxiety
- Improved focus and emotional resilience
- Greater awareness of communication and boundaries
- A sense of being supported by the organization

# HR FAQ – WORKPLACE STRESS & PERFORMANCE SUPPORT PROGRAM

## *Confidentiality*

### **Q. How is employee confidentiality protected?**

**A.** All individual sessions are strictly confidential. No personal information, session content, or individual participation details are shared with managers or leadership.

### **Q. Does HR receive reports on individual employees?**

**A.** No. HR receives only aggregated, anonymized data (e.g., participation rates, program utilization trends). No identifying information is collected or reported.

### **Q. Are session notes or records kept?**

**A.** No formal clinical records are maintained. Any notes taken by facilitators are private and used only to support the individual participant.

### **Q. Is participation disclosed to managers?**

**A.** Participation is voluntary and private. Managers are not informed of who participates unless an employee chooses to share that information themselves.

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## *Risk and Compliance*

### **Q. Is this a clinical or therapeutic program?**

**A.** No. This is a non-clinical, preventative support program focused on stress regulation, focus, and performance. It does not diagnose or treat medical or mental health conditions.

### **Q. How does this differ from an EAP?**

**A.** This program complements EAPs by providing early, practical tools employees can use before issues escalate to the point of requiring clinical or crisis-based support.

### **Q. What happens if an employee needs clinical care?**

**A.,** Facilitators encourage appropriate referrals to existing EAPs, mental health benefits, or medical professionals when needed.

### **Q. Does this introduce legal or liability risk?**

**A.** The program is designed to be low-risk:

- Voluntary participation
- Non-clinical framework
- Confidential delivery
- No performance evaluation or reporting to management

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# HR FAQ – WORKPLACE STRESS & PERFORMANCE SUPPORT PROGRAM

## *Participation*

### **Q. Is participation mandatory?**

**A.** No. Participation is entirely voluntary.

### **Q. Who can participate?**

**A.** The program is inclusive and accessible to all employees, regardless of role, seniority, or department.

### **Q. How are employees invited or referred?**

**A.** HR can:

- Offer the program as a voluntary resource
- Allow self-enrollment
- Suggest participation without formal referral
- No justification or disclosure is required.

### **Q. Can leaders participate?**

**A.** Yes. Leaders often benefit significantly, especially in areas of decision-making, stress regulation, and communication.

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## *Measurement & Outcomes*

### **Q. How is program success measured?**

**A.** Measurement focuses on organizational-level indicators, not individual tracking. Examples include:

- Participation and utilization rates
- Anonymous employee feedback
- Self-reported improvements in focus, stress regulation, and engagement

### **Q. Can this be tied to HR metrics?**

**A.** Yes. HR may choose to monitor:

- Absenteeism trends
- Retention and turnover patterns
- Engagement survey indicators
- Utilization alongside EAP data
- (Measurement approach can be customized to HR priorities.)

### **Q. Is ROI measurable?**

**A.** While individual outcomes remain confidential, organizations often observe:

- Reduced stress-related absences
  - Improved engagement and morale
  - Early intervention that reduces burnout-related turnover
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# HR FAQ – WORKPLACE STRESS & PERFORMANCE SUPPORT PROGRAM

## *Program Scope and Fit*

**Q. Can this be piloted before full rollout?**

**A.** Yes. Many organizations begin with a pilot program (e.g., one department or a 60–90 day trial) to assess fit and engagement.

**Q. Is the program scalable?**

**A.** Yes. The program can scale from small teams to organization-wide initiatives, and can be delivered on-site, off-site, or in hybrid formats.

**Q. Does this replace existing wellness initiatives?**

**A.** No. It is designed to complement existing wellness, HR, and mental health resources.

# ABOUT THE FOUNDER & PROGRAM DIRECTOR

*Michael P Burrell*



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Michael Burrell brings a unique combination of analytical insight, intuitive intelligence, and systems thinking to organizational and leadership environments. With decades of experience in disciplines that study perception, regulation, and decision-making under complexity, he supports leaders navigating strategic uncertainty and organizational change.

He is also the author of the recent book *Healing Narrative and Insight*, which explores the transformative role of language, perception, and meaning in personal and organizational development.

Drawing on his research into language, belief systems, and embodied perception, Michael helps executives and leadership teams identify underlying patterns that influence communication, alignment, and performance. His work emphasizes clarity, coherence, and informed decision-making—particularly in areas such as technology adoption, strategic direction, and organizational development.

Michael's proprietary framework, SomaLinguistic Interaction™, applies principles of language-awareness, embodied cognition, and pattern recognition to support adaptive leadership and effective systems-level thinking. His approach integrates intuitive insight with practical analysis to help organizations move forward with confidence and alignment. Based in New York, Michael works with leadership teams and individuals seeking innovative, grounded approaches to complex decision-making and sustainable growth.

More information on Michael's philosophy and approach can be found in his book

*Healing Narrative and Insights*

U.S.A. \$15.00

CHIme introduces an innovative approach to holistic well-being that bridges the fields of somatics, linguistics, and psychology. Grounded in the concept of SomaLinguistic Interaction, this method explores how the language we use—both verbal and physical—shapes our perceptions, emotions, and overall health. Our sense of self is continually influenced by the environments we inhabit and the stimuli we interpret each day. These interpretations, often occurring beneath conscious awareness, directly impact our physiological and emotional states. By bringing mindful attention to this process, we can foster meaningful change and enhance our capacity for healing and growth. Through structured dialogue, movement, and meditative practice, CHIme provides a framework for releasing maladaptive patterns and cultivating restorative ones. It offers practical tools for aligning inner experience with outward expression—promoting resilience, emotional regulation, and creative engagement with the world. Drawing on principles from neuroscience, somatic psychology, and linguistic theory, CHIme invites a new understanding of the human system as an integrated whole—one capable of profound transformation when body, mind, and environment are brought into harmony.

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Healing Narrative & Insights

Michael P Burrell



Healing Narrative  
& Insights

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Book is available on Amazon in two formats.

Kindle: <https://a.co/d/03MpLkwu>

Hardcover: <https://a.co/d/08OkfF7p>

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