



Why focus on staff wellbeing?

Increased productivity

Resilient and engaged employees are more able to rise to challenges, cope effectively with change, be creative in their solutions, focus on their work and thus be more productive. Investing in your employee's wellbeing can empower them to remove any blocks which are interfering with their ability to perform to their full potential in the workplace.

Improved staff retention

Employees who benefit from higher job satisfaction are more likely to commit to staying with the business, thus reducing turnover and resources spent on recruitment processes. The end result is a more reliable and knowledgeable workforce.

Better customer service

Valued employees are more invested in the business, thus more likely to provide outstanding customer service. This in turn strengthens your brand's reputation, both as a workplace as well as enabling you to stand out in a potentially crowded market.

Stronger team cohesion

A positive culture helps to build stronger teams who are able to tackle communication problems, work through any differences, set meaningful targets and get down to business without procrastination.





Why bring Havening Techniques™ into your workplace?

Havening is a psycho-somatic therapy (which uses the mind and body) to bring about **rapid** and **permanent** changes in how people respond to past trauma, fears, phobias, anxieties and lack of confidence.

Upsetting events, which have not been properly “processed” can become encoded onto the part of the brain which stores “past threats” – the amygdala. These unprocessed events can have a very real effect in the present, even if they happened many years ago, and can cause intrusive thoughts, flashbacks and automatic fight, freeze or flight responses. Thus, individuals may be “triggered” into defensive rage, overwhelm, anxiety and panic attacks by seemingly “small” incidents, both in the workplace and in everyday life.

Havening uses repetitive bilateral sensory stimulation, in the form of “affective” touch, through stroking of the upper arms. This creates “biological safety” via the brain producing calming delta brainwaves (normally only produced during sleep), which in turn triggers the release of positive chemicals, such as serotonin and oxytocin, thus creating an internal signal of “safety” for the brain and body. When focusing on a specific memory or negative feeling, even for a second, this safety signal directly combats the threat signal, effectively removing it from the amygdala and allowing the event to become properly processed and stored in the long-term memory, where it should no longer have an effect in the present day.



Havening was developed by Medical Doctor and Neuroscientist Ronald Ruden, is backed by solid scientific research* and, when applied correctly, can bring about significant, positive change in just one session making it faster and more efficient than other interventions.

A belief, or otherwise, in havening has no effect on the outcome – many individuals are very sceptical that it could work – until it does.



Havening can help people to deal with ongoing stressful events in their life, be it personal- or work-related.

Havening can quickly empower individuals to let go of unhealthy or destructive habits, from smoking to emotional eating or the over-consumption of alcohol, which are often used as “coping mechanisms” for underlying emotional turbulence caused by unprocessed upsetting events.

Havening can bring about freedom from automatic behavioural responses, such as being “triggered” by a seemingly minor event, or spiralling into negative thought patterns.

Workplace scenarios in which Havening could be of benefit:

Problem: Team member A is repeatedly upset by Team Member B, although he does not intend to cause any upset.

Possible explanation: The way in which Team Member B speaks, or some phrases used, are “triggering” to Team Member A, potentially due to e.g. childhood bullying.

Solution: Havening removes this particular automatic response so that Team Member A is able to stay calm and work productively with Team Member B



Problem: An employee returning from a prolonged absence (e.g. parental / stress leave) begins to feel anxious when recommencing prior duties, such as presenting to senior staff or customers.

Possible explanation: Underlying insecurity of “forgetting” how to perform the job role leading to a loss of confidence.

Solution: Havening is used whilst “future pacing” the scenario which is causing the anxiety response. This removes the response as well as engaging the neuronal pathways previously used to perform the task. Having “walked through” the task calmly several times in the mind, the employee will now have a “recent” positive memory to draw upon and will be in a stronger position to perform the task for real.

Problem: An employee has developed a fear of using a particular piece of equipment following a recent motor accident.

Possible explanation: the “trauma” from the accident has not been fully processed by the brain and has become encoded into an automatic fear response towards e.g. loud, mechanical noises / moving parts.

Solution: Havening can remove this automatic response and allow the brain to adequately process the events of the accident so that they enter the long-term memory and no longer effect the employee in the present moment.



Problem: An employee is struggling to cope with personal issues (such as a relationship breakdown) and is drinking heavily. This is leading to lateness, absence and underperformance.

Possible explanation: Alcohol is used here as a coping mechanism to underlying emotional stress.

Solution: Havening can relieve underlying emotional stress and help to redirect an unwanted habit. By learning how to self-haven, the employee has an effective way to combat stress and cope with challenging life events.

Why partner with Susan Jarman from “True Connection NE CIC”?



With over 20 years of helping people from all walks of life to achieve their goals, be they personal or professional, Susan brings a wealth of knowledge and experience in the fields of personal development and trauma resolution.

Susan is the only certified Havening Techniques practitioner in South Tyneside and, with a background in Hypnotherapy and Neurolinguistic Programming (NLP), utilises a unique approach which aims to quickly replace unwanted responses with the client's own powerful positive internal resources, leaving the client feeling empowered and in control.

Susan gained a Masters degree in Biochemistry from Oxford University, and specialised in Neuroscience herself, leading to strong scientific foundation and understanding of the mechanism behind Havening. A 4-year stint in a global, corporate environment following



university furnished Susan with a good understanding of strategy, team-work and change-management which she then took into the world of education.

As a former Biology teacher, Susan is able to present complex material in an entertaining and accessible way, using many real-life case-studies to bring the information to life. Back in her home-town of South Shields, Susan has set up a Community Interest Company – “True Connection NE CIC” and has run several Government-funded trauma resolution initiatives, with excellent feedback.

She is delighted to be able to focus on working with clients, both in a 1:1 basis and a group setting.

Client Testimonials

“Get Back to You” funded program...what did participants say?

“In only a short time, I have **felt better.**”

“I feel **lighter**”

“**Greatly helped** overcome negative emotions & using alcohol as a crutch.”

“**Fast**, seems to work really well without even realising.”

“**Would recommend** to anyone wanting help.”

“These techniques are key to resolving trauma and **regaining my life.**”

“Extremely effective, both in outcome and speed of treatment”

“Really good, **different** approach”

“After session one I no longer felt the physical symptoms...which is a **big change**”

“Havening has had a **profound positive impact** on my symptoms and quality of life.”



"Get Back to You" funded program...the results are in!

70% of participants reported as "suffering greatly" from Post Traumatic Stress Disorder (PTSD) or anxiety reactions to specific situations. After just 2 sessions 100% of these participants reported these issues as "somewhat resolved", with 70% reporting these issues as "resolved or greatly reduced".

70% of participants reported feelings of "general anxiety". After 2 sessions, 100% of these participants reported an improvement, with 85% reporting this issue as "resolved or greatly improved."

40% of participants reported an issue with an addictive habit, such as alcohol. After 2 sessions, 50% reported this issue as "resolved or greatly improved."

60% of participants reported "negative thinking" or "general negative emotions". After 2 sessions, 100% of these participants reported an improvement, with 50% reporting this issue as "resolved or greatly improved"

80% of participants reported sleep issues and / or lack of energy or fatigue. After 2 sessions, 100% of these participants reported an improvement, with 20% reporting this issue as "resolved or greatly improved."

75% of participants reported "avoidance of certain situations". After 2 sessions, 60% of these participants reported an improvement, with 50% reporting this issue as "resolved or greatly improved."

”

Absolutely fantastic!!

Been to see Susan a few times now, and every time I have been she has helped me. I have suffered with anxiety and depression for 11 years now, and I can honestly say, she has been a God send.

Havening in my opinion has been the best form of therapy I have tried, it truly does work, at least for me.

From day one she has taught me so much. Susan makes you feel comfortable, calm and so relaxed. Look no further for help, honestly!!

An absolute angel. Thankyou Susan! 🙏

Mr. D. R. South Shields



”

I have been able to use the techniques to process my PTSD & triggering behaviours, to process my emotions, help me relax and manage my stress levels.

This will make a difference to my PTSD and help me to be able to move forward in my life.

Ms. C.W. South Shields





“

I was drinking almost every evening and it was a real struggle to try to not drink, which I almost always lost.

After 1 session there was an immediate difference - I just wasn't thinking about having a drink in the same way.

I feel more relaxed on an evening and just don't need to drink anymore.

Mrs. H.T. South Shields



“

I found Susan to be extremely empathetic and professional.

She radiated a positive warm energy and I found myself confiding in her about issues I had worried about or that affected me for a very long time.

I would not hesitate to recommend her to anyone struggling with long standing habits they wish to get help with and I cannot praise her enough for her professional stance, combined with sincere and empathetic approach. A lovely person.

Ms. K.R. South Shields



“

"Would highly recommend Susan, she makes you feel comfortable from the second you meet.

I was a little apprehensive about whether this could work but I'm so glad I tried.

I left feeling lighter, calmer, and just thinking differently wish I'd done it years ago."

Ms. T J, South Shields



“

I have seen huge changes since my sessions.

Sue has taken me from a place of blind panic and an overwhelming sense shame to being able to function as a human being again.

Mrs. K.G. South Shields



*

- Impact of a single session of Havening
(https://www.researchgate.net/publication/284023276_Impact_of_a_Single-Session_of_Havening)
- HARNESSING ELECTROCEUTICALS TO TREAT DISORDERS ARISING FROM TRAUMATIC STRESS: THEORETICAL CONSIDERATIONS USING A PSYCHOSENSORY MODEL Ronald A. Ruden
(<https://www.sciencedirect.com/science/article/pii/S1550830718301848>)
- French, J., Sarkar, M., Hunter, K., Sumich, A., Heym, N., Hatch, L., & Burgess, T. (2022). The Power of Touch: The Effects of Havening Touch on Subjective Distress, Mood, Brain Function, and Psychological Health. *Psychology & Neuroscience*, 15(4), 332–346. <https://doi.org/10.1037/pne0000288>