

SOMA | Centre Point for Mental Fitness at work

The soma is the neuron's control centre, integrating information and sending signals forward.

SOMA sessions are proactive, confidential conversations of care that help employees improve mental fitness, resilience, and wellbeing. Unlike counselling, coaching, or performance feedback, SOMA sessions are client-led and focused on building assets before crisis.

They create a safe and reflective space where employees, especially leaders, can pause, feel seen, and explore their wellbeing with support.

Why Corporates Choose SOMA?

- **Proactive Alternative to EAP:** Focused on strengths and mental fitness, not problems.
- **Reduces Burnout & Absenteeism:** Early care prevents escalation.
- **Supports Leadership:** Builds reflective capacity for healthier, more resilient leaders.
- **Strengthens Culture:** Normalises care, compassion, and wellbeing in the workplace.
- Each session creates space for employees—especially leaders—to pause, feel seen, and explore their wellbeing in a safe, compassionate environment.
- Through guided reflection, they are supported to regulate stress, connect with their strengths, and consider new perspectives.

Why SOMA Matters

- **ROI / Benefits:** reduced absenteeism, improved retention, healthier leaders, stronger culture.
- **Gap it fills:** EAP is reactive - SOMA is proactive.
- **Stigma-free positioning:** normalises care - increases uptake vs traditional EAP.

How SOMA Works

- Access:** Organisations purchase SOMA packages, and staff can request a session via a dedicated portal online.
- Confidentiality:** Always private. Themes can be reported back to leadership only in aggregates, for culture insights.
- Scalability:** Individual sessions can move to optional group SOMA Circuits (leadership or team reflection circles).

SOMA vs EAP

	Traditional EAP	SOMA
Approach	Reactive – accessed when problems or crises arise	Proactive – accessed regularly to build resilience & wellbeing
Focus	Counselling for issues, performance, or crises	Conversations of care – reflection, resilience, asset agency
Stigma	Often perceived as ‘for when something is wrong’	Normalised as ‘mental fitness’ – for everyone
Timing	After stress or burnout has escalated	Early intervention – building protective factors
Outcome	Short-term problem resolution	Long-term resilience, reflective practice, strengthened leadership
Uptake	Typically <10% of employees	Designed for higher engagement – safe, human, stigma-free
Neuroscience	Focus on treatment of symptoms	Grounded in Salutogenesis, Compassion Theory, and brain-based resilience
Organisational Value	Crisis management, duty of care	Enhanced culture, reduced burnout, healthier leaders, improved retention

Contact us to book a discovery call to explore how SOMA can complement your current EAP model.

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This overview has been created by Salutegenics to support staff commitment to wellbeing and growth. SOMA can be designed for use within your organisation. Through a collaborative agreement, we will build trust, relevance, and quality of the SOMA service delivery.