



EFFIWORKS

Trusted Advisor Services

Give Your People a Safe Space to Be Heard

EffiWorks provides your organization with a dedicated, independent trusted advisor — confidential, non-judgmental, and completely outside your hierarchy.

When employees have somewhere to turn, issues get resolved earlier, wellbeing improves, and your organization stays resilient. It's a simple investment with a meaningful impact.



Why Organisations Choose an External Trusted Advisor

A psychologically safe workplace doesn't happen by chance.

It is built on trust.

When employees have access to an independent trusted advisor, concerns are raised earlier, risks are reduced and people feel supported before situations escalate.

The result?

- Earlier intervention
- Stronger employee wellbeing
- Reduced organisational risk
- A healthier workplace culture

Investing in psychological safety isn't just the right thing to do.

It's good leadership.

Risk Mitigation

Early intervention prevents small concerns from becoming costly disputes, complaints, or turnover. A trusted advisor is your early-warning system.

Trust & Culture

Demonstrating genuine care for employee wellbeing strengthens loyalty and makes your organization a place where people want to stay and contribute.

What is a Trusted Advisor?



Independent

Outside of management, HR, and hierarchy.



Confidential

Nothing is shared without explicit consent.



Non-judgmental

No case is too small or too vague to raise.



Employee-led

The employee always decides what happens next.

When to Engage Our Trusted Advisor

Early conversations can prevent situations from escalating. If any of the following resonate with you — even slightly — our advisor is here to help.



Bullying

Systematic behavior that belittles, excludes, or humiliates you — from colleagues or managers.



Discrimination

Being treated unequally based on gender, background, age, sexual orientation, or any other characteristic.



Intimidation

Threatening behavior or abuse of power that makes you feel unsafe — whether subtle or direct.



Aggression

Verbal or physical aggression from colleagues, managers, or external parties such as clients or visitors.



Inappropriate Behavior

Unwanted attention, touching, or remarks that cross your boundaries — regardless of the other person's intent.



Your situation doesn't need to fit a category. If something is bothering you, that's reason enough to reach out.

A close-up photograph of a person's hand, palm up, holding a stream of glowing, golden-yellow person icons. The icons are arranged in a descending, funnel-like shape, starting from a larger icon at the top and becoming smaller as they fall towards the hand. The background is a soft, out-of-focus light brown.

Our Approach & Guarantees

Our confidential advisor works independently — not for management, not for HR, but for the employee. Here is what every client organization can count on.

1

Strict Confidentiality

Everything shared with our advisor stays between advisor and employee. No information is passed to the organization without explicit consent.

2

Full Independence

Our advisor operates entirely free from organizational hierarchy or pressure. Employees can speak freely, knowing their interests come first.

3

Employee Empowerment

We help employees understand their situation and explore their options — without pressure. The employee always decides their own next steps.

4

Organizational Benefit

A safe reporting channel reduces escalation, absenteeism, and legal risk. Early, confidential support protects both the employee and the organization.

The Conversation Process

We provide a safe and confidential space where employees can speak openly without fear of judgement. Together, we explore their situation, clarify their options and help them move forward with confidence.

- ☐ The employee is always in the lead. There is never any obligation to take action, and nothing is shared or recorded without the employee's explicit consent.

