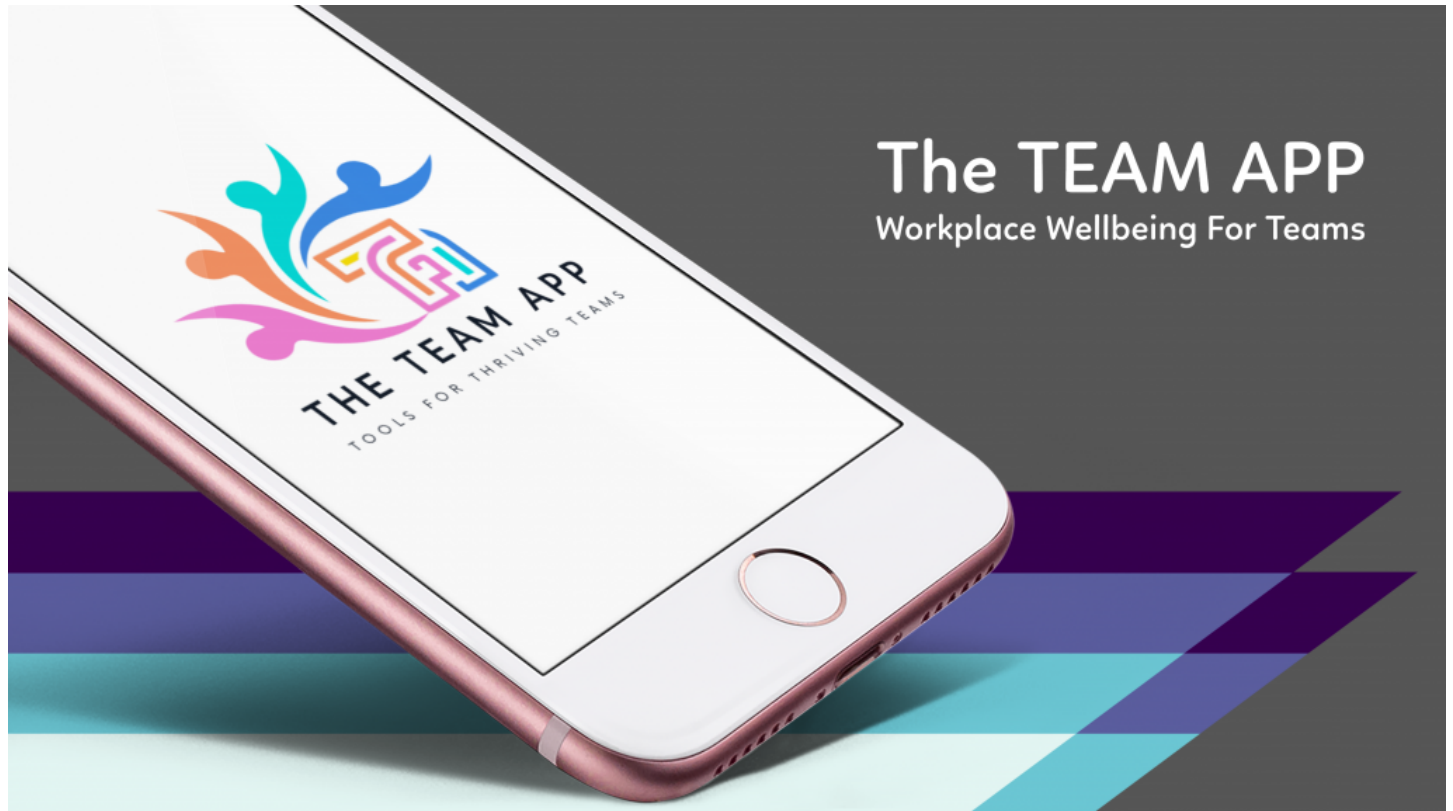


Geelong Founder Launches Mental Health App for Australian Workplaces

Can an app change how Aussie workplaces approach mental health? Geelong Mum; Louise Lugsdin believes it can. Her newly launched Team App is offering a simple, evidence-based way to support mental health, workplace wellbeing, and psychosocial safety.



Geelong, Victoria Oct 29, 2025 ([Issuewire.com](https://www.issuewire.com)) - A Local Innovation with National Impact

Built from years of frontline experience through [The Team Approach](#), Louise designed The Team App to bridge the gap between mental health awareness and everyday workplace practice.

“Workplaces know mental health matters, but turning that understanding into action is where things often fall apart,” Louise said. “I created The Team App to help people notice early signs of strain, respond safely, and connect with the right supports before things spiral.”

The Team app blends accessible education, EAP counselling integration, and psychosocial safety tools that align with WorkSafe Victoria’s 2025 psychosocial safety regulations.

Responding to a Growing Workplace Challenge

Australia’s need for accessible, proactive support has never been clearer.

In 2023, 1 in 5 Australian employees reported high or very high psychological distress, according to Beyond Blue’s State of Workplace Mental Health report.

Safe Work Australia's Psychological Health and Safety in the Workplace (2024) found psychological injury claims have increased by 36 % since 2017, with work pressure, stress, and conflict among the leading contributors.

These figures show the shift underway: employers are now expected to treat mental health as a core safety responsibility, not a wellbeing extra.

How It Works

The Team App provides two key innovations that make it practical and compliant for Australian workplaces:

Comprehensive auditing system

The Team App includes an intuitive auditing function that helps HR teams identify, document, and monitor psychosocial risks. It supports leaders to manage wellbeing obligations with confidence, offering structured prompts and reporting tools without the complexity of large HR systems.

Accessible mental health resource library

Users can access a curated library of credible, trauma-aware resources including articles, quick reference guides. This ensures employees and managers can find trustworthy information anytime, anywhere.

Additionally, the The Team App integrates EAP counselling pathways so individuals can connect quickly to professional support when needed, without stigma or administrative hurdles.

Louise's Vision

After decades of supporting educators and leaders through [The Team Approach](#), Louise recognised a repeating pattern: good people struggling under pressure, with limited tools to respond early.

"I wanted to take what we teach in professional development, how to have hard conversations, how to understand psychosocial safety, and make it accessible beyond the training room," she explained. "It's about empowering workplaces to act, not just care."

Her trauma-aware and somatic-based professional development background gives [The Team App](#) its unique blend of empathy and practicality. Each feature has been tested with real workplaces to ensure it genuinely supports staff wellbeing and cultural safety.

Designed for Australian Workplaces

Developed in Geelong but built for national reach, The Team App is suitable for schools, small businesses, and larger organisations alike. It aligns with WorkSafe Victoria's psychosocial risk management framework, offering a clear, structured way to demonstrate practical commitment to mental health and safety.

For small businesses in particular, The Team App removes barriers to action. It gives owners and managers a ready-made framework for identifying and addressing psychosocial hazards, without needing in-house clinicians or complex systems.

A New Model for Workplace Wellbeing

Louise believes The Team App represents a turning point in how Australian workplaces can engage with mental health.

“When we make care part of daily operations, not a special initiative, that’s when real change begins,” she said. “Psychosocial safety isn’t about fear or ticking boxes , it’s about connection, trust, and awareness.”

Availability

The Team App is available now for Australian workplaces through The Team Approach partnership. Employers, educators, and wellbeing professionals can register for demonstrations or partnership information.

Sources:

Beyond Blue, State of Workplace Mental Health Report 2023: <https://www.beyondblue.org.au>

Safe Work Australia, Psychological Health and Safety in the Workplace
2024:<https://www.safeworkaustralia.gov.au>



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Source : The Team Approach

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