



ZEAL Solutions
Psychology consultancy

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Experience the passion



‘Zeal’ means “great energy or enthusiasm for a cause or objective” (Oxford English Dictionary). This is exactly what we are about.

Zeal solutions is a research-based consultancy. In other words we don’t just do consultancy we actually research the issues we consult about. We believe this is fundamental.

Our core aim is to enhance individual and organisational health and well-being. What does this mean, you might ask? Do you ever ask questions like...

How can we improve motivation at work?

Do our leaders and managers have all the skills and competencies they need?

How can we better manage workplace violence and aggression?

How can staff retention be improved?

What can we do to reduce absence?

Are we doing all we can to manage workplace bullying/harassment?

Do we have a ‘stress problem’? What can we do about it?

What do people really think about their job and the organization?

What can we do to increase both individual and organizational capability?

Is our training effective? Can it be improved?

What prevents our training having a greater impact?

Our aim is to answer questions such as these by:

- * Bringing useable science to bear on all aspects of human psychology at work
- * Making sure that there is evidence for any solutions advocated
- * Translating fundamental knowledge into everyday ‘jargon free’ tactics, strategies and actions
- * Evaluating actions and interventions
- * Encouraging individual and organizational problem solving
- * Bringing energy and enthusiasm to everything we do



OUR SERVICES

Zeal Solutions provides high impact research, consultancy and training services. Some of our core areas of business include:

Attitudes & Opinions

We have extensive national and international research and commercial expertise in the assessment, development and change of employee attitudes and culture. We work with our clients to develop tailored assessment and intervention strategies.

Capability & Personal Development

Zeal solutions are specialists in the assessment of perceptions of capability and are leading the national research and commercial agenda in this area of work. Using perception of capability indicators, a new and alternative approach to individual, team and organisational assessment, we provide a way of informing positive action for individual, team and organisational improvement. Our capability development service focuses on integrating capability assessments with tailored coaching programmes, training or with new and existing competency frameworks.

Environments, Well-Being & Behaviour

The physical environment of the workplace is a little like the water in a tropical fish tank: we tend not to notice how important the quality of the water is until the fish start to look poorly. In other words, from a behavioural perspective we tend to take for granted such issues as the interior design, layout and furnishings of the workplace, or any other organisational setting. Here at Zeal we can help you assess, understand and get the best out of your building design and layout.

Stress & Health

We offer a range of Stress Management Services that have been extensively evaluated and are legally defensible. We also have a number of comprehensive diagnostic tools for Stress Risk Assessments - critical for helping organisations better understand the nature and extent of stress and inform the specific intervention strategies needed for the management, reduction and prevention of stress.

Training Services

Is training an essential part of your business practice and development? We feel proud that we can bring to our clients practical training solutions that are underpinned by research evidence from across a broad range of sectors and diverse set of challenges in learning and development.

Workplace Relationships

Relationships with other people constitute a key feature of every job. Our services embrace strategies, tactics and techniques for supporting, enhancing and developing positive relationships at work including team building, leadership, management and organisation development as well as managing and tackling such problem areas as workplace violence and bullying.



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