



I.M.E.Q.<sup>©</sup>

INNOVATIVE MARITIME EMOTIONAL  
INTELLIGENCE CENTER







"The World of seafaring is a journey in life..."

[www.imeq-center.com](http://www.imeq-center.com)



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# Conten

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## About us

IMEQ© is a leading test provider and consulting company with headquarters in Cyprus, Limassol, and offices in Athens, Greece. It is an ISO 9001:2015 Certified company, GDPR Compliant.

## Profile

Founded in 2016, IMEQ© Center is dedicated to enhancing crew safety, minimizing onboard incidents and accidents, and fostering psychologically safe workplaces both at sea and ashore. We acknowledge the critical role of seafarers in the maritime sector, a profession fraught with psychosocial challenges that can impact physical and mental wellbeing. Understanding the link between psychological safety and workplace efficiency, performance, and innovation, we strive to create environments where safety is paramount. Our studies show that psychological safety is key to reducing errors and promoting learning, thereby preventing future mishaps. It also bridges geographical and cultural gaps, fostering a diverse, open, and collaborative work culture.

### **Our Expertise**

We specialize in the selection and assessment of seafarers, focusing on individual, crew, and vessel safety. Our approach identifies factors that may hinder effective job performance and safety. Our services include our Psychometrics OCEAN Assessment Platform, After-Care Programs, & our Well-Being Guidance Certification Program.

**Psychometrics OCEAN Assessment Platform:** This program features a comprehensive set of standardized assessments, to evaluate critical safety and performance attributes. These online assessments provide immediate, actionable insights for hiring, retaining and promoting ranks.

**After-Care Program:** We offer consultation, training, and educational seminars for seafarers and office staff, available both in-house and online. The IMEQ© Counseling Center also provides structured, short-term online counseling and therapy for common mental health issues, facilitated by our network of certified professionals.

**Well-Being Guidance Certification Program:** At IMEQ© we have developed a Guidance Certification Program designed to help companies develop or update well-being policies culture in their organization by following a five step process that leads to certification.

At IMEQ©, we're not just committed to safety and performance; we're dedicated to the wellbeing of every individual in the maritime industry.

# IMEQ Psychometrics Assessment Platform

Crew Managers and HR Managers, you now have a powerful tool at your fingertips. Easily assess the suitability of candidates for the demanding life at sea, monitor the mental well-being of your crew, and make informed decisions to enhance crew performance and safety



Advanced AI-Based Psychometric Assessment Platform, a state of-the-art solution designed to provide precise, insightful, and comprehensive maritime psychometric screening for seafarers and ashore employees.



# Psychometric Assessment Platform

## Overview

IMEQ's psychometric assessment solution plays a vital role in the recruitment process, offering an objective and standardized approach to evaluating prospective employees. This testing method efficiently gathers data on the traits and capabilities of candidates, not only aiding in the hiring phase but also proving valuable for retention and promotion decisions. Tailored to suit companies of any size, our affordable IMEQ psychometric solution streamlines the recruitment process, particularly for high-risk occupations. It effectively assesses candidate suitability, performance potential, and psychological safety, ensuring a comprehensive understanding of each applicant.

Our software uses standardized tests which assess psychological state of the individual, soft skills, resiliency, stress coping strategies, problem solving skills and work-style and even though results are automated, reports are assessed by our clinical psychologists.

During September 2023, IMEQ in collaboration with Harvard University Alumni, unveiled an innovative global AI screening model, highlighting an outstanding accuracy rate of 98% in predicting psychological fitness specifically for seafarers.

### Process for Candidates and Companies:

**For Candidates:** Upon authorization from a maritime company or agency, IMEQ© sets up company and candidate accounts. Candidates, once registered, receive their login credentials and can access IMEQ's© REMOTE ONLINE TEST PLATFORM to complete the Ocean Tests.

**For Maritime Companies and Agencies:** Authorized users receive usernames and passwords, enabling them to access the company portal. Here, they can view candidate results, detailed reports, and access comprehensive analytics. Companies can also directly register candidates through their personal company portal.

The platform's streamlined approach allows companies immediate access to automated reports and results, facilitating more efficient and informed hiring decisions

## Our Objectives:

- ✔ Promote Wellbeing at Sea
- ✔ Identify Mental Health Issues
- ✔ Assure Safety Onboard
- ✔ Prevent Incidents Onboard
- ✔ Ensure Team Effectiveness
- ✔ Create Tailor-Made Monitoring Plans
- ✔ Control & Manage Risks
- ✔ Reduce Costs





# Psychometrics OCEAN Platform for Seafarers & Ashore Employees

## SPECIAL FEATURES

- ✓ Standardised & internationally recognized tests
- ✓ Online Proctoring and 24/7 Support
- ✓ ISO 9001 Certified Platform
- ✓ Tablet & Desktop Supported

## IMEQ REPORTS

- Detailed Personality Inventory Report
- Personal Work-style Report
- Resiliency
- Alcohol Testing
- Mental Health Status Report
- AI Psychologically Fit Prediction
- Leadership Profile
- Problem Solving Style Report

## IMEQ PSYCHOMETRICS PLATFORM



# OCEAN PACKAGES

## OCEAN I

This package provides the client with a full overview of the psychological distress of the candidate. The system detects possible symptomatology that may affect job functioning onboard.



Retention

20'

EL,ENG,TL,FR  
,ML,UA,RU,JP,  
ROM,GE,HI,IT

For  
Officers

For cadets  
/ratings

## OCEAN I PREMIUM

A comprehensive assessment that combines the psychological testing, alcohol testing and a short personality assessment tool designed to detect active psychological distress, ways of coping with stressful situations and personality traits associated with success on the job. The personality included in this package is a brief version of the test.



Hiring  
Retention

30'

EL,ENG,TL,FR,  
ML,UA,RU,JP,  
ROM,GE,HI,IT

For  
Cadets  
/ratings

## OCEAN II

This package provides the client with a detail overview of the candidate's personality traits based on the big 5 personality traits and generates job fit and levels of resiliency. This package is intended for company employees.



Hiring  
Retention  
Promotion

35'

EL,ENG,TL,FR  
,ML,UA,RU,JP,  
ROM,GE,HI,IT

For  
Ashore

## OCEAN III

This package provides the client with a detail overview of the candidate's personality traits based on the big 5 personality traits and generates job fit, stress coping style, and levels of resiliency. This package also includes psychological testing. It is a complete assessment used as a pre-employment tool for officers.



Hiring  
Retention  
Promotion

40'

EL,ENG,TL,FR  
,ML,UA,RU,JP,  
ROM,GE,HI,IT

For  
Officers



# Psychosocial Risk Assessment for onboard personnel

Our psychometric assessment is a comprehensive tool designed specifically for onboard seafarers, aiming to evaluate and identify primary stressors onboard the vessel, that could potentially harm the psychological health and safety of seafarers, if not properly managed. It combines scientifically validated measures with industry-specific considerations to provide accurate insights into workplace risks and crew members' psychosocial health.

**Confidential Assessment :** The assessment is completed online via IMEQ's Assessment Platform. The assessment is completed anonymously to ensure confidentiality and encourage honest responding. The Psychosocial Risk Assessment evaluates various aspects of workplace that includes workload, job control, job engagement, organizational support, management support, interpersonal relationships, burnout, personal health and and overall satisfaction with onboard life.

**Data Collection:** Data is analyzed both quantitatively and qualitatively to identify patterns, trends, and areas of concern across the fleet.

**Psychometric Testing:** Our assessment employs a range of psychometric tests, including standardized questionnaires , to measure key psychosocial constructs relevant to workplace wellbeing. These tests are carefully selected based on their reliability, validity, and applicability to the maritime context.

**Risk Level Identification:** Based on the analysis of assessment data, we assess the level of risk associated with various psychosocial stressors experienced by seafarers. These stressors may include isolation, workload, interpersonal conflicts, cultural adjustment, and coping with emergencies at sea.

**Customized Recommendations:** Once risk levels are identified, our team provides recommendations and actions to address specific areas of concern. These recommendations may range from organizational changes, policy modifications to individual support programs and training initiatives.

**Key Performance Indicators (KPIs):** To facilitate ongoing monitoring and evaluation, we have establish KPIs for each vessel based on the assessment findings. These KPIs allow shipping companies to track progress over time, analyze and compare risks across vessels, benchmark performance , measure the effectiveness of interventions, and ensure continuous improvements in the workplace wellbeing.

- 🕒 • 20 minutes to complete
- 🌐 • Languages: EN,GR,JP,UA,RU,TG, ML,GE,RO,HI,IT,AR
- 📄 • Reporting , Recommendations and Analytics available via company UI

# AFTER CARE PROGRAMS



Our Mental Health Awareness Programs are facilitated both online & at office locations and are of informative and experiential nature. The participants have the opportunity to learn about common mental health issues, interventions and strategies for dealing with mental health issues in the work place, and designing wellbeing policies. The programs include videos, workshops, and training intervention techniques.

- 8 modules total, 4 hours each
- Certification of Training
- Training follows a standardized procedure and is evidence based.
- Sessions scheduled in advance, all material provided by IMEQ CENTER
- Online and office locations



MEQ Online Support Line, is specifically designed to provide comprehensive support for seafarers directly from our in-house team of psychologists.

This service is facilitated through our IMEQ SEAFARERS APP via online chat or direct access to a whatsapp line, accessible in Greek, Filipino, Russian and English languages

- ANXIETY DISORDER
- PTSD
- PANIC DISORDER
- OCD
- STRESS RELATED ISSUES
- ALCOHOL & SUBSTANCE ABUSE



IMEQ Center provides a team of professionals whose expertise is in consulting ship owning companies and crewing agencies regarding mental health issues in the workplace, psychological safety and wellbeing certification programs. Our team designs and develops training programs based on identification of company needs.

- DEVELOPING TEAMS
- ENHANCING COMMUNICATION ONBOARD
- DEVELOPING WELL BEING PROGRAMS
- LEADERSHIP PROGRAMS
- ENHANCING TEAM BUILDING SKILLS
- PSYCHOSOCIAL RISK ASSESSMENT



- MENTAL HEALTH MAGAZINE  
[www.imeq-magazine.com](http://www.imeq-magazine.com)
- MENTAL HEALTH MANUAL PDF

- MENTAL HEALTH APPLICATION  
[www.imeq-magazine.com/quote](http://www.imeq-magazine.com/quote)
- MENTAL HEALTH



## Mental Health Trainings

Our Mental Health Awareness Programs are facilitated both online & at office locations and are of informative and experiential nature. The participants have the opportunity to learn about common mental health issues, interventions and strategies for dealing with mental health issues in the workplace, and designing wellbeing policies. The programs include videos, workshops, and training intervention techniques.

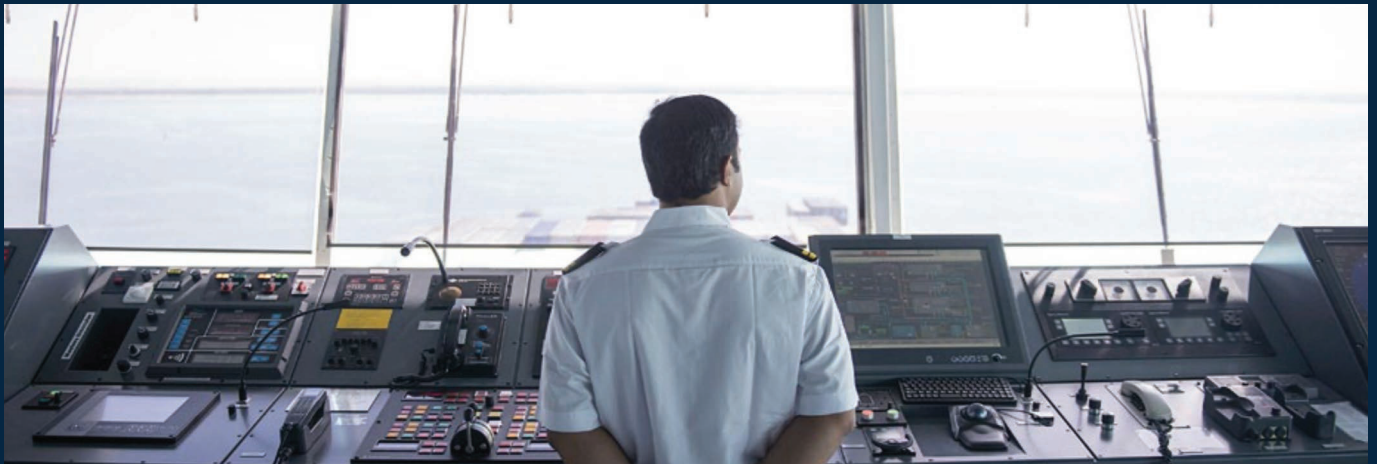
### What do I gain as a company?

- 🕒 8 modules total, 4 hours each
- ⚙️ Combination of Modules
- 🕒 Session scheduled in advance
- 💬 Mediums: Online and office locations
- ✔️ Higher productivity
- ✔️ Better performance
- ✔️ Psychologically safe workplace
- ✔️ Decrease of incidents
- ✔️ Increase of profits

## IMEQ MODULES

- ⚓ UNDERSTANDING MENTAL HEALTH AND IMPLICATIONS IN THE WORK ENVIRONMENT
- ⚓ DEALING WITH CONFLICT AND ANGER IN THE WORK ENVIRONMENT
- ⚓ TRAUMA AND POST TRAUMATIC STRESS DISORDER
- ⚓ LEADERSHIP: THE EMOTIONAL INTELLIGENT LEADER
- ⚓ UNDERSTANDING STRESS, ANXIETY AND CHRONIC STRESS
- ⚓ CREATING VITAL WORKING TEAMS IN A HIGH PERFORMANCE ORGANIZATION
- ⚓ COMMUNICATION, CONFLICT AND CONSTRUCTIVE DIALOGUING IN THE MULTICULTURAL ENVIRONMENT
- ⚓ DEVELOPING WELL- BEING PROGRAMS ONBOARD AND ASHORE

# About Our Online Support Center



IMEQ Support Line, is specifically designed to provide comprehensive support for seafarers directly from our in- house team of psychologists. This service is facilitated through our IMEQ SEAFARERS APP via online chat or direct access to a whatsapp line, accessible in Greek, Russian, Filipino and English languages.

Our service is meticulously crafted to assist seafarers in navigating through various psychological challenges, including but not limited to bullying/sexual harassment, PTSD/Trauma, stress/anxiety, depression, suicidal thinking, management and leadership challenges onboard, family issues, among others.

Understanding the importance of privacy and confidentiality, our service incorporates a consent form that must be agreed upon before delivering services to each individual. This measure is crucial in safeguarding all parties involved, including IMEQ CENTER and your company, against potential liabilities.

It is imperative to highlight that in scenarios involving suicidal ideation or any indication of harm to self or others, the confidentiality agreement will be respectfully breached to provide immediate assistance. This action also involves notifying the shipping company to ensure prompt and appropriate interventions are undertaken. Analytics and reports will be provided on a quarterly basis or upon request at any given time, offering you insights into the mental health status and trends among your crew.

This data will be instrumental in tailoring further support and interventions as needed. In addition, expert tips, consultations, and tailored advice based on observed trends and cases will be readily available, ensuring that your seafarers receive the best possible support and guidance.



ANXIETY DISORDER



PTSD



PANIC DISORDER



TRAUMA



STRESS RELATED ISSUES



ALCOHOL & SUBSTANCE  
ABUSE



# About Our Consulting Service

IMEQ's team of experienced and qualified professionals in the field of mental health can help your company achieve wellbeing, promote psychological safety in the workplace both ashore and onboard, enhance communication, build thriving teams and create collaborative, innovative and effective workplace.

### Achieving Wellbeing in the Workplace:

IMEQ's team assists companies in creating a work environment where employees can customizedis includes developing strategies to enhance overall wellbeing, manage stress effectively, and promote a healthy work-life balance.

### Promoting Psychological Safety:

Their experts work on establishing a psychologically safe workplace where employees feel comfortable sharing concerns and challenges without fear of negative consequences. This aspect is crucial in industries like maritime where mental health issues have often been stigmatized.

### Enhancing Communication and Team Dynamics:

IMEQ focuses on improving communication channels and fostering positive team dynamics. This includes training in conflict resolution, effective communication skills, and building a supportive team environment.

### Creating Tailor-Made Programs:

Understanding that each maritime company has its unique challenges, IMEQ creates customized programs to address specific mental health risk factors and meet the distinct needs of each client.



DEVELOPING TEAMS



ENHANCING COMMUNICATION ONBOARD



DEVELOPING WELL BEING PROGRAMS



EMOTIONAL INTELLIGENT LEADERSHIP PROGRAMS



ENHANCING TEAM BUILDING SKILLS



PSYCHOSOCIAL RISK ASSESSMENT

### Addressing Mental Health Risk Factors:

The team identifies and addresses mental health risk factors in the workplace, which might include isolation, long working hours, or the physical demands of maritime work.

### Crisis Management and Trauma Response:

In case of a traumatic event, IMEQ provides immediate assistance to stabilize the situation and restore safety. They also develop short-term and long-term response plans to ensure comprehensive support and recovery.

### Prevention of Incidents and Mental Illness:

A significant focus is on preventing incidents that could lead to mental health issues. This includes identifying potential risk factors and implementing strategies to mitigate these risks.

### Consistent Monitoring and Critical Situation Assessment:

Regular monitoring and assessment are conducted to ensure that the mental health needs of the workforce are being met and to adjust strategies as needed.





## About us



IMEQ Magazine for Seafarers represents a significant initiative by the IMEQ CENTER to enhance awareness and understanding of mental health issues within the maritime community. This magazine, first published online in 2016, has been a valuable resource for seafarers, offering professional articles and insights into mental health at sea. The contributions from various psychologists and psychiatrists ensure that the content is not only informative but also grounded in professional expertise.

# MENTAL HEALTH MAGAZINE

[www.imeq-magazine.com](http://www.imeq-magazine.com)



Depression and suicide in the seafaring industry are matters of significant concern due to the unique and often challenging conditions faced by those working at sea. Seafarers are exposed to various stressors such as long periods away from family, isolation, demanding work schedules, and sometimes hazardous working conditions, all of which can contribute to mental health issues, including depression.

### Depression in Seafaring

- **Prevalence:** Depression is a common mental health issue among seafarers. However, the exact prevalence can be difficult to determine due to underreporting and lack of comprehensive studies.
- **Risk Factors:** The risk factors for depression in seafaring include isolation from family and friends, long and irregular working hours, limited social interaction, physical fatigue, and sometimes exposure to traumatic events.

### Suicide in Seafaring

- **Incidence:** Suicide rates among seafarers have been reported to be higher than the general population. The stressors of seafaring life can exacerbate mental health issues, leading to an increased risk of suicide.
- **Reporting Issues:** Accurate statistics on suicide rates in the maritime industry are challenging to ascertain due to factors like underreporting, lack of follow-up investigations, and the international nature of the industry.



Post-Traumatic Stress Disorder (PTSD) in the context of seafaring is a significant mental health concern that arises from the unique challenges and potentially traumatic experiences associated with maritime professions. Seafarers are often exposed to high-stress situations, including severe weather conditions, accidents, piracy, and extended periods of isolation, all of which can contribute to the development of PTSD.

### Understanding PTSD in Seafarers

- **Causes in Seafaring:**
  - Traumatic events like shipwrecks, collisions, and encounters with pirates.
  - Witnessing severe injuries or death of crew members.
  - Long-term exposure to harsh working and living conditions.
  - Social isolation and separation from family and support networks.
- **Symptoms of PTSD in Seafarers:**
  - Reliving the traumatic event through flashbacks or nightmares.
  - Avoidance of situations that remind them of the trauma.
  - Negative changes in beliefs and feelings, including detachment from others.
  - Hyperarousal symptoms like being easily startled or feeling on edge.





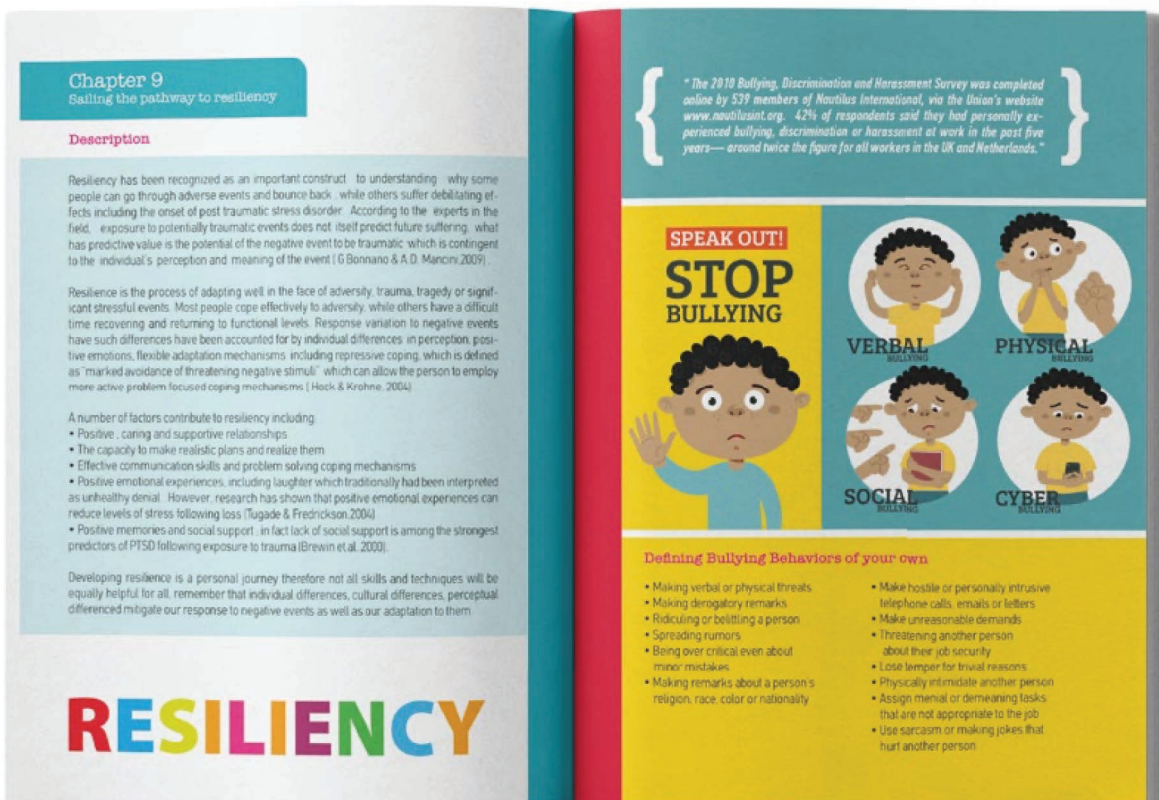
MENTAL HEALTH AWARENESS



Our team of professionals at IMEQ are dedicated to promoting well-being at sea.

We have compiled a manual in order to provide maritime companies educational tools to raise mental health awareness, manage stress, and promote safety in the work place.

# MENTAL HEALTH MANUAL





## Download SEAFARERS APP

Introducing the IMEQ Seafarers App – an innovative well-being application specifically designed for seafarers. This comprehensive app is a key part of the IMEQ Well Being Initiative, developed in collaboration with the UK P&I Club.

# IMEQ SEAFARERS APP

In collaboration with



### Key Features

- **Wide Range of Topics:** Over 100 articles on mental health, physical health, spirituality, social issues, and meditation.
- **Expert Contributions:** Content compiled by specialists in various fields.
- **Tailored for Seafarers:** Designed to address the unique challenges faced by maritime professionals.
- **Available on Major Platforms:** Accessible via Google Play Store and App Store.
- **Cost-Free:** Offered free of charge, as part of the IMEQ Well Being Initiative with the UK P&I Club.
- **Regular Updates:** Ensures up-to-date information and insights.
- **User-Friendly Interface:** Easy navigation for efficient use.
- **Interactive Features:** May include quizzes and self-assessment tools.
- **Offline Access:** Suitable for environments with limited internet connectivity.



IMEQ CENTER's commitment to raising mental health awareness globally is a vital initiative, especially in the maritime sector. By focusing on both seafarers and maritime office-based employees, IMEQ CENTER addresses the comprehensive needs of the industry.

# MENTAL HEALTH SOCIAL MEDIA





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