



I.M.E.Q.<sup>©</sup>

INNOVATIVE MARITIME EMOTIONAL  
INTELLIGENCE CENTER





*I.M.E.Q.® Center is an independent test provider and consulting company dedicated to promoting wellbeing in the working environment of the shipping industry, by delivering state of the art psychometric testing, trainings and consulting services. The Center has its headquarters in Cyprus, Limassol, and offices in Athens, Greece. It is an ISO 9001:2015 Certified company.*

*"The World of seafaring is a journey in life...  
Let us provide quality and safety... let us be next to you..."*

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## MISSION

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 PREVENTION

 SAFETY

 QUALITY

 EDUCATION

IMEQ<sup>®</sup> CENTER has established a community of mental health professionals dedicated to promoting wellbeing and ensuring psychological safety in the maritime work environment, consistent with our vision "Happier Seafarers, Safer Journeys".

"We are here to establish long lasting relationships with our customers by offering high quality services and after care programs."

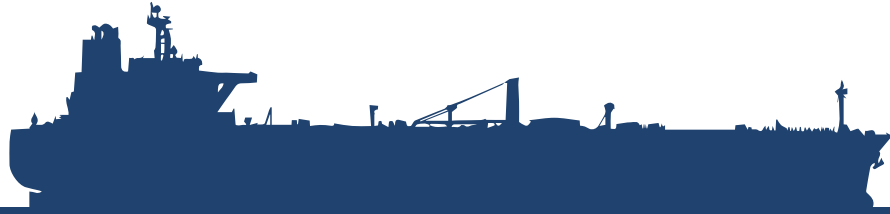


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## About us

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

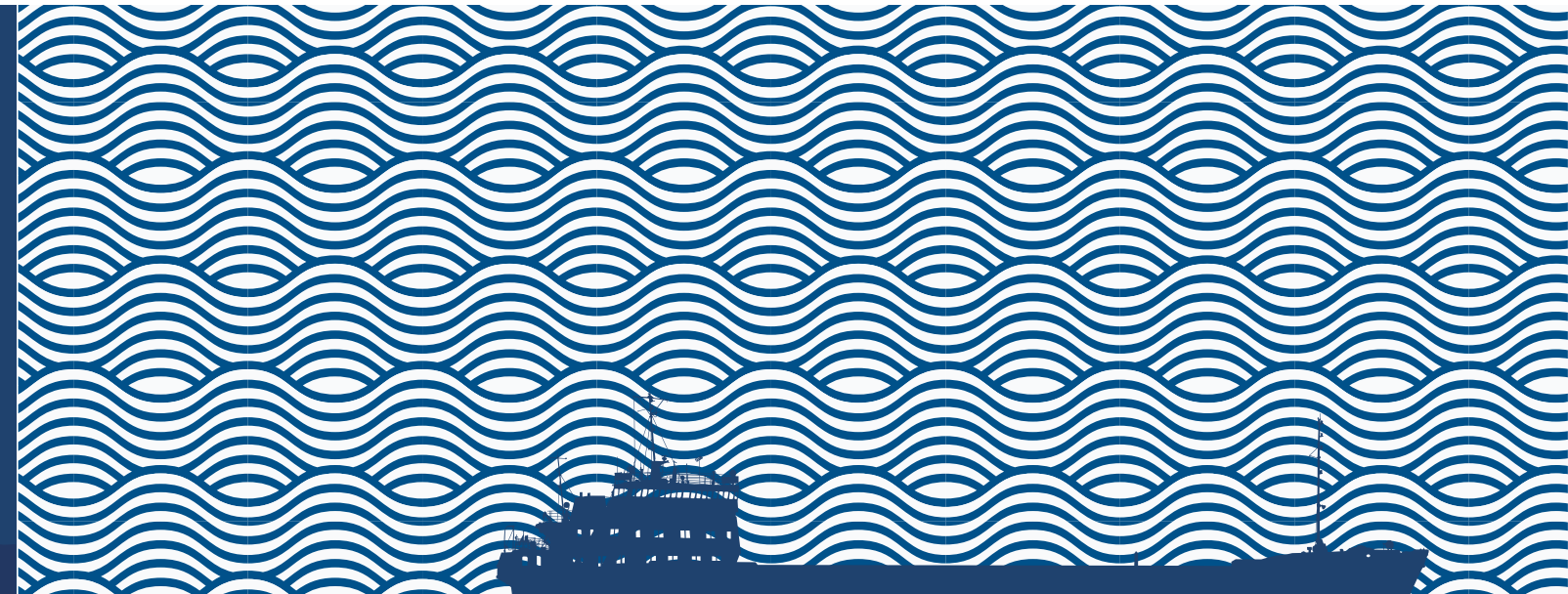
IMEQ® Center was established in 2016 with a mission to safeguard crew safety, reduce risks of incidents and accidents onboard and assist companies develop psychologically safe workplaces both onboard and ashore. IMEQ® recognizes that seafarers are the heart and soul of the maritime industry, and that seafaring is a high risk occupation associated with a number of psychosocial risk factors that are linked to poor physical and mental health. At IMEQ® we also recognize that psychological safety in the workplace is a contributing factor to safety, performance and innovation. Studies have repeatedly demonstrated that errors and accidents are most likely to take place in workplaces characterized by low psychological safety resulting in missed opportunities for learning that could prevent future disasters or accidents. Psychological safety has also been found to moderate geographical disparities and leverage diversity in the workplace. Psychological safety promotes a more honest, challenging, collaborative and effective workplace.

IMEQ® is committed to supporting maritime companies and organizations develop healthy working environments by providing state of the art psychometric testing, mental health trainings and consulting services specially designed for the maritime industry.

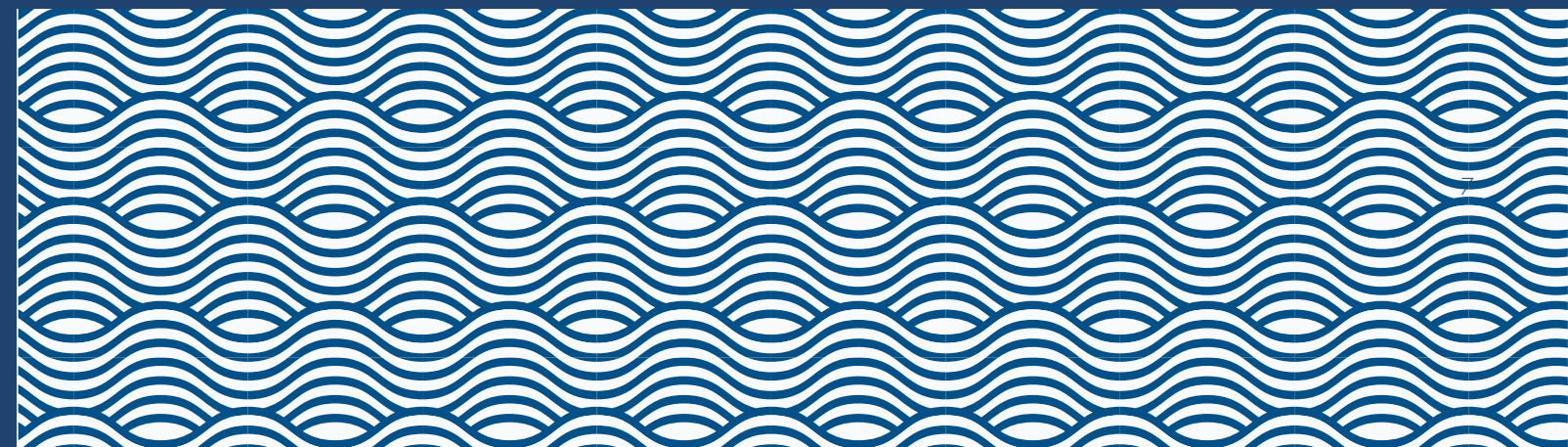
IMEQ® specializes in the selection and assessment of seafarers with main objectives to safeguard personal, crew and vessel safety by identifying risk factors that interfere with successful job functioning and safety onboard. Our program includes Pre-employment & After Care Services.

Our Pre-employment Program consists of a battery of assessments that utilizes both standardized and non/standardized tools to properly evaluate attributes and characteristics essential to safety onboard, job performance and job functioning. Candidates complete the tests online, and companies have immediate access to reports and results prior to final hiring decisions.

Our After-Care Program provides consulting, training and educational seminars to seafarers and office-based employees both in house and online. IMEQ® Counseling Center also provides structured short-term individual online counseling and brief therapy for most common mental health disorders including anxiety, depression, panic disorder and stress via our network of certified mental health professionals.



## PRE-EMPLOYMENT MENTAL HEALTH ASSESSMENT





# Pre-Employment Assessment

## Overview

IMEQ® Center specializes in the selection and assessment of seafarers with main objective to reduce Human Error induced incidents by providing online psychometric testing for seafarers via our platform.

An in-depth and systematic recruitment process that includes a battery of tests to measure and evaluate a person's current mental status, identify risk factors related to poor mental health , increase crew's effectiveness in dealing with the stressors at work, enhance overall team performance and prevent situations associated with economic loss and damage.

At IMEQ® we have developed a comprehensive battery of assessments, that includes both standardized and non-standardized tools, to effectively evaluate the mental health status of seafarers, ways of coping and personality attributes essential to the job functioning, job fit and performance.

## 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

### Features:

- Remote Online Assessment
- Languages: Greek, English, Ukrainian, Russian, Japanese
- Reports in 24 hours
- Automated Results & Suitability Ranking
- Automated Test flow
- Standardized/Validated Tests
- Online Proctoring
- Timer
- GDPR Compliant
- Online Help Chat



# ASSESSMENT PACKAGES

## OCEAN I & OCEAN I PREMIUM

### Mental Health Assessment

This package provides the client with an overview of candidate's job fit profile, psychological distress level, stress coping style and detailed report. This package is recommended for Ratings and Officers. Premium edition includes brief personality testing recommended for advancement.



13+



20 minutes



Online & Hand Scoring



EN - EL - RU  
UA - JP

## OCEAN II

### Personality Assessment

This package provides the client with a full overview of candidate's personality traits, a resiliency and a job fit profile scale based on the five factor model of personality. This package is recommended for office based personnel. Includes detailed profile assessment, workstyle and resilience reports.



17+



35 minutes



Online & Hand Scoring



EN - EL - RU  
UA - JP

## OCEAN III

### Mental Health & Personality Assessment

This package includes both OCEAN I & OCEAN II. Personality assessment & mental health assessment. This package is recommended for officers onboard. Includes detailed profile assessment, workstyle and resilience scale results and reports.



17+



50 minutes



Online & Hand Scoring



EN - EL - RU  
UA - JP

## OCEAN IV

### Psychosocial Risk Assessment

This package , Ocean IV evaluates work stressors, assesses well-being and personal mental health. It is offered for both office based personnel and seafarers onboard. It produces a detailed report of risk factors and suggestions for improvement in the workplace.



17+



15 minutes



Online & Hand Scoring



EN - EL

## OCEAN V

### Leadership Style & Emotional Intelligence

This package includes Leadership Style and EQ testing in order to assist in evaluating one's leadership skills and performance. EQ is the number one predictor of professional success and excellence.



17+



30 minutes



Online & Hand Scoring



EN - EL

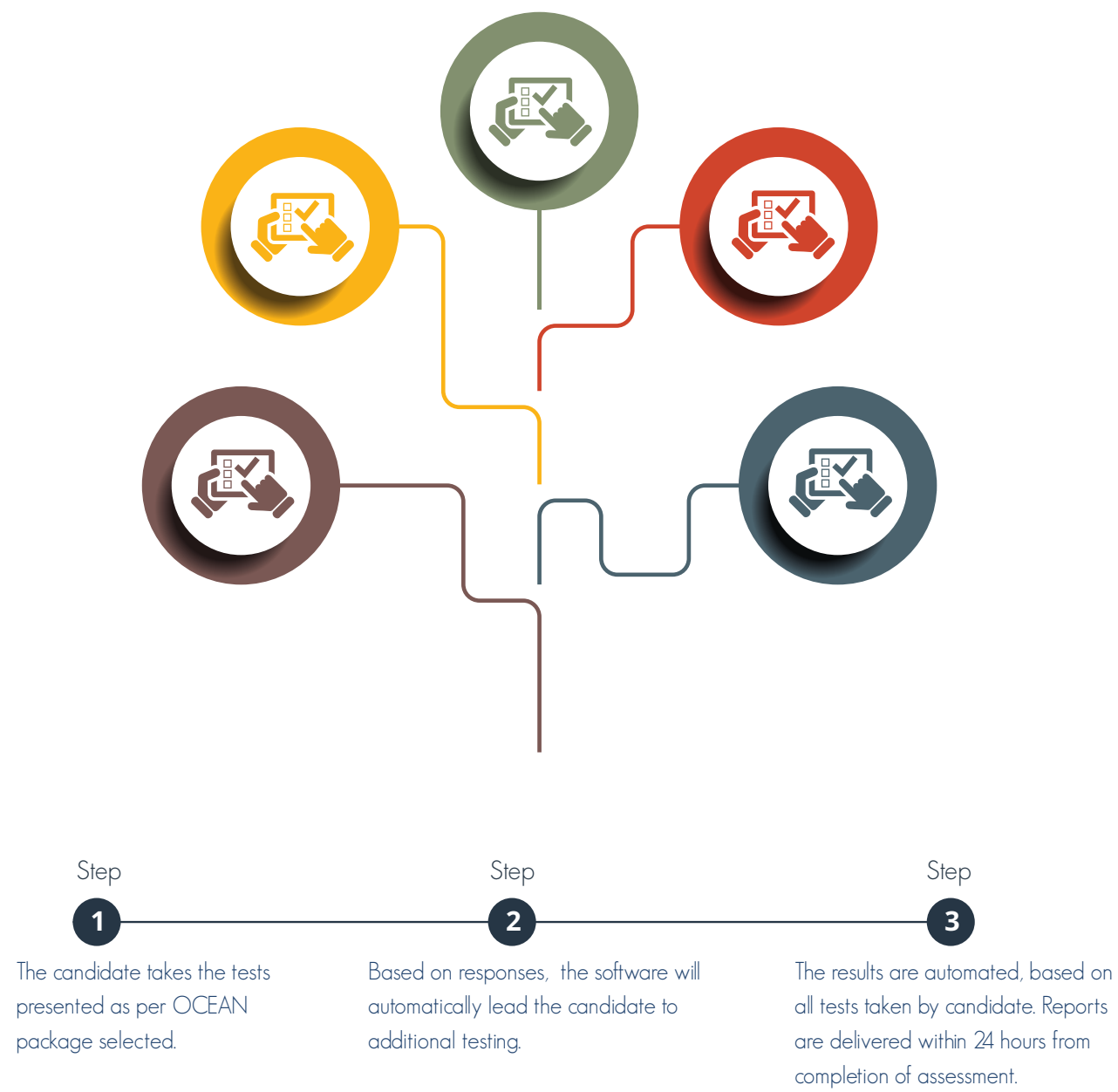


# Pre-Employment Assessment

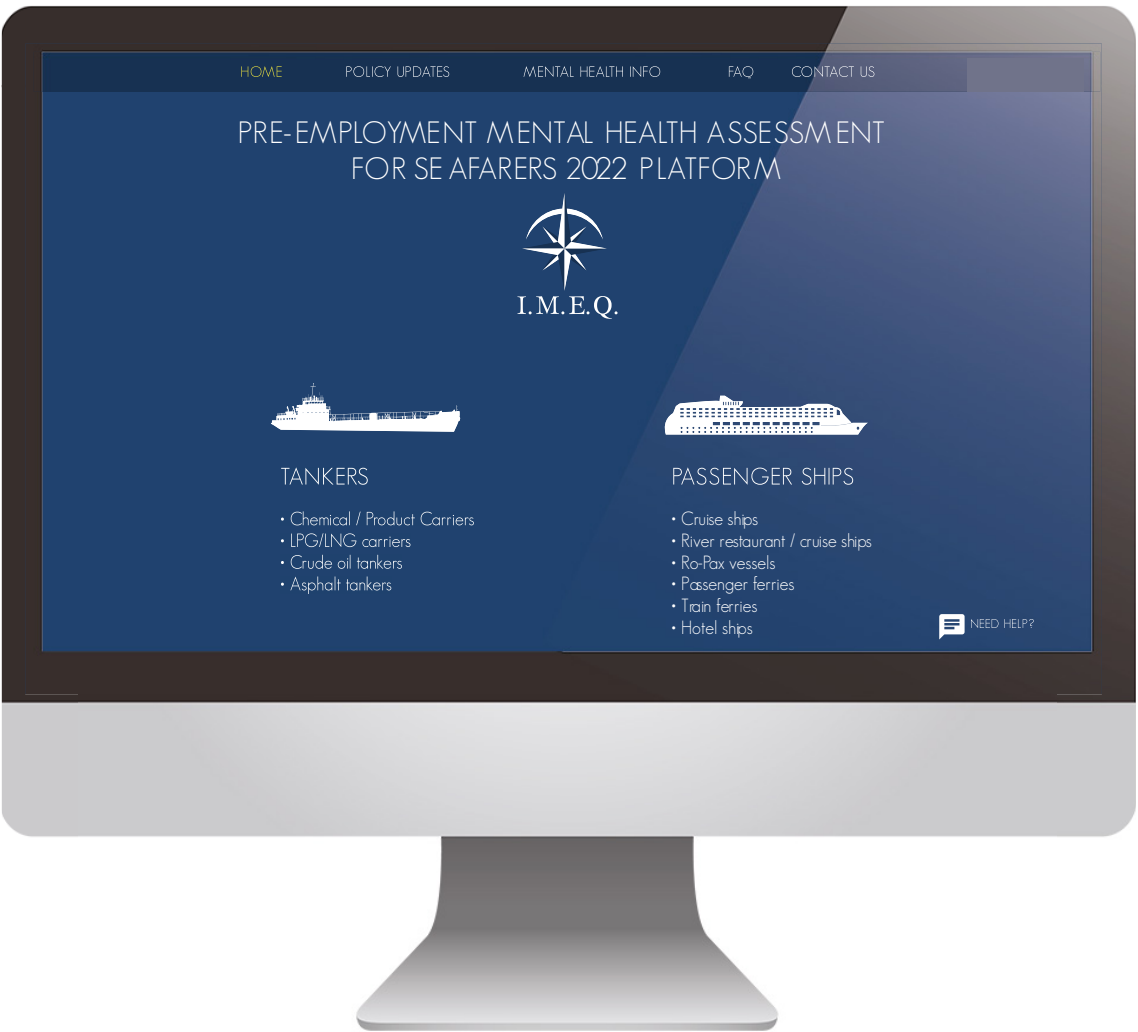
## Test Flow

IMEQ® Pre employment screening is an objective standardized procedure of collecting information about traits and abilities of prospective candidates, to identify risk factors and determine job suitability, that serve as markers for optimal performance onboard.

IMEQ® has a unique advantage when it comes to the testing procedure, by incorporating a TEST FLOW created by our Department of Psychologists & Human Resources specialists tested and validated to accurately identify clinical symptoms associated with poor mental health.



## Mental Health platform for seafarers: EASY STEPS



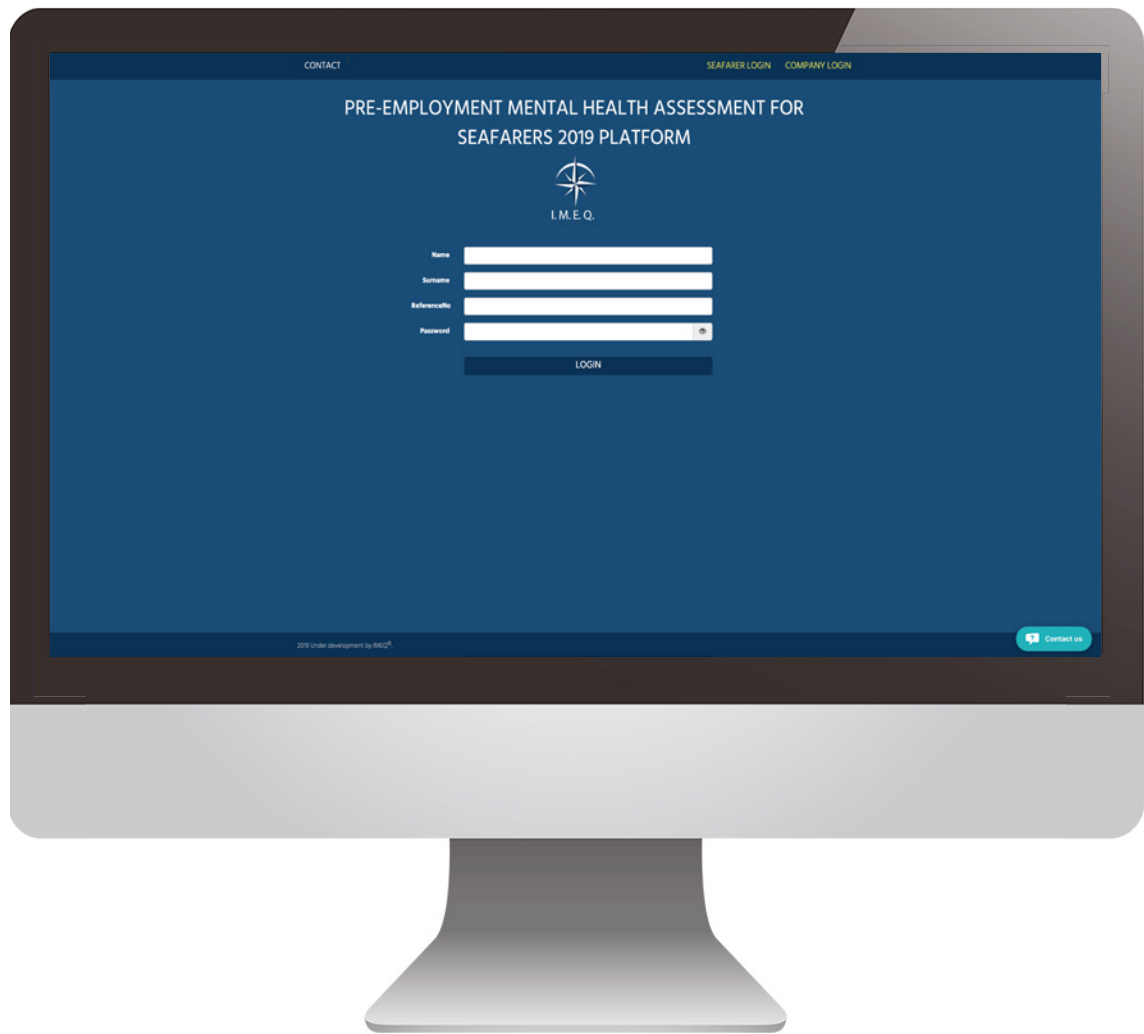


# Pre-Employment Mental Health Assessment for Seafarers Platform

## STEP 1

Candidate will be given a safe password protected account via email, with the relevant link to the platform

- Special Features
- Multilanguage
- Online 24/7 Assistance

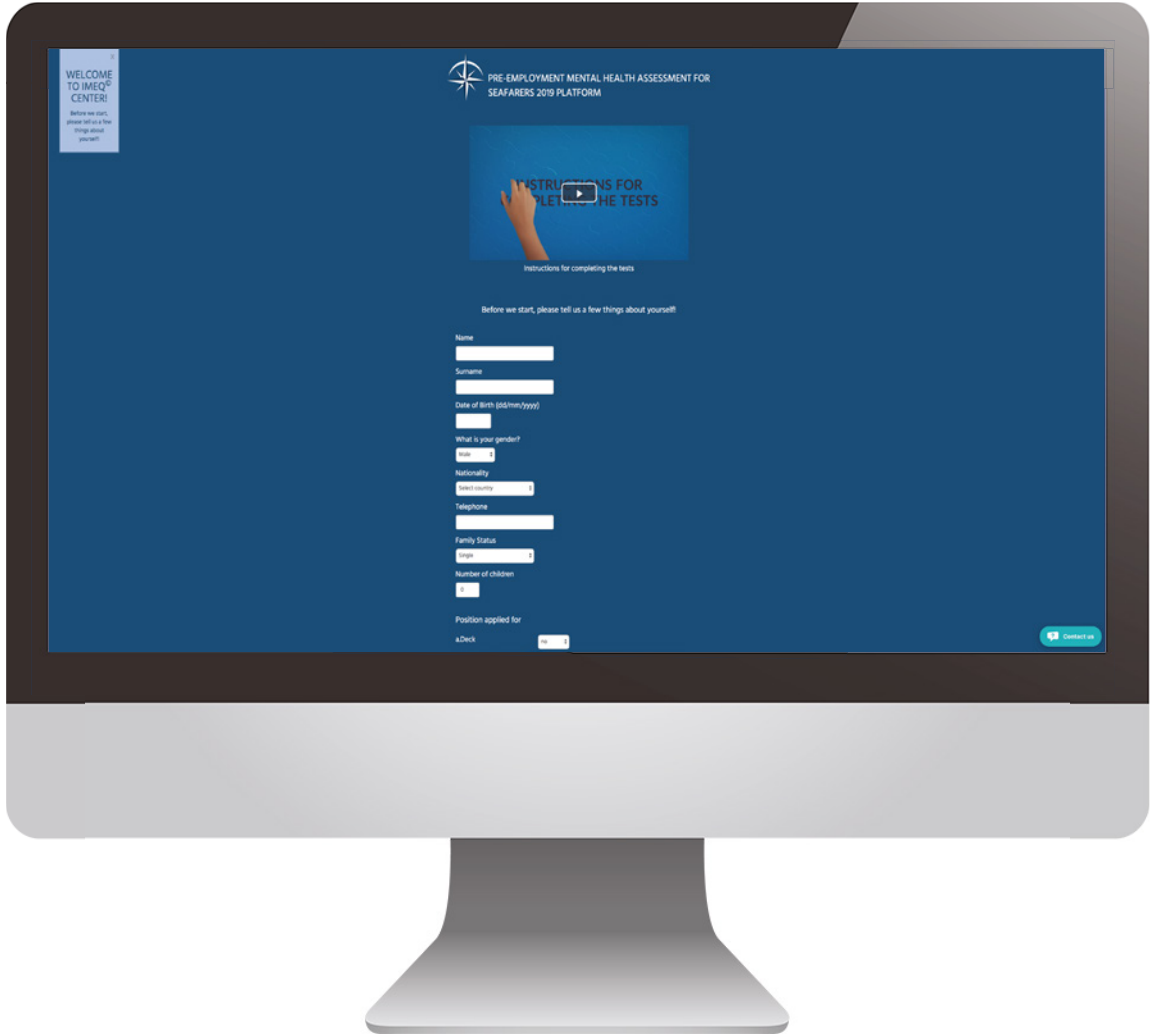


# Pre-Employment Mental Health Assessment for Seafarers Platform

## STEP 2

- Special Features
- Secured log in

Candidate will need to verify some personal information which will be securely stored by IMEQ® CENTER. All information provided is strictly confidential.



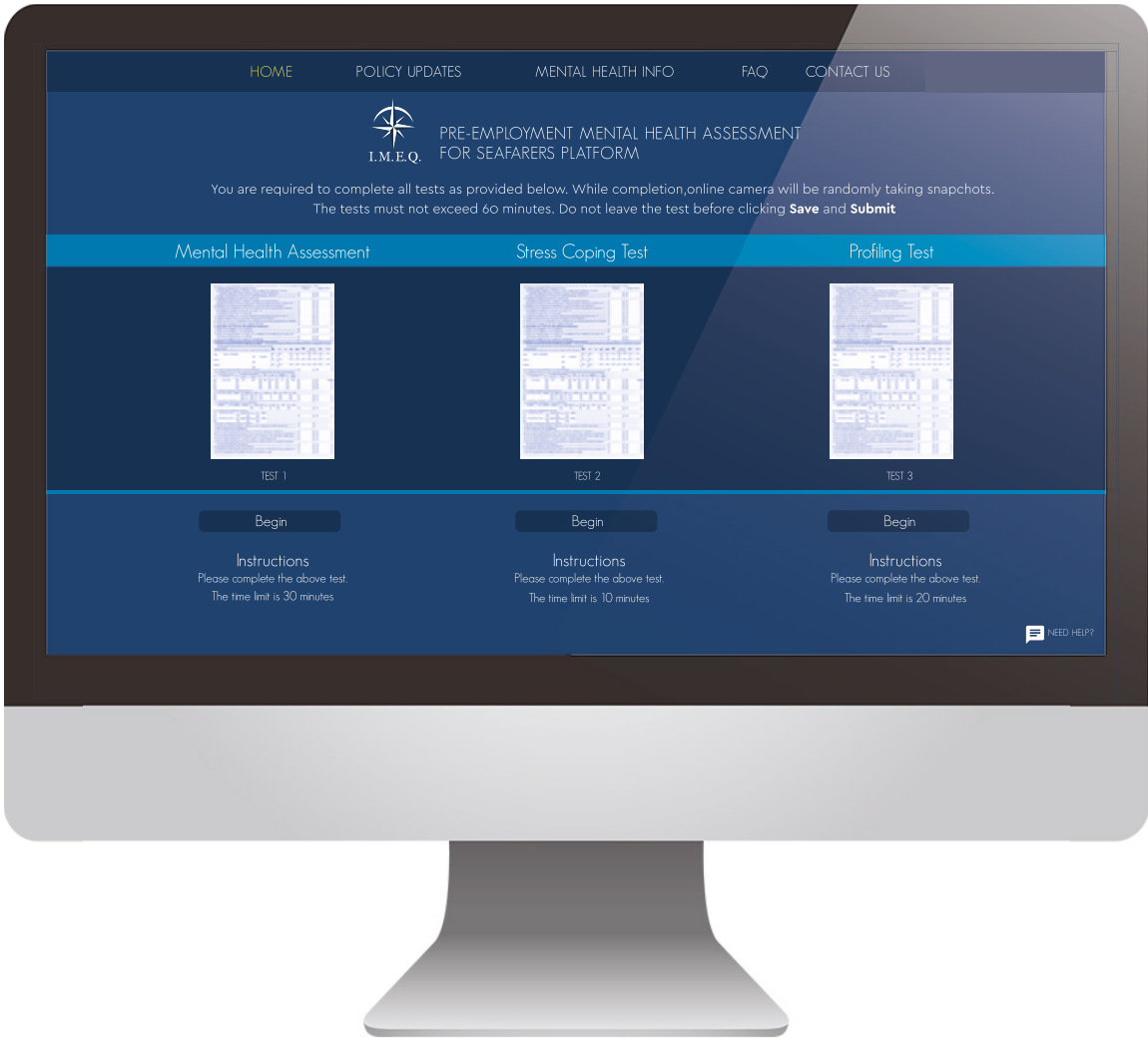


# Pre-Employment Mental Health Assessment for Seafarers Platform

## STEP 3

Candidate will have to complete all tests presented. Test Flow is automatically implemented based on candidate's initial testing period. Candidate must complete additional testing presented for accurate profile reporting.

- Special Features
- Online camera for monitoring (not mandatory)
  - Test Flow



# Pre-Employment Mental Health Assessment for Seafarers Platform

## 4 STEP

- Special Features
- Secure & Encrypted Database
  - Confidentiality
  - History Records
  - Scales-Reports-Suitability

The fourth step is all about delivering the final REPORTS to our client. The company receives automatic job profile suitability scores, results and reports along with a brief interpretive report compiled by our mental health professionals, based on findings.

### Report Features

- Psychological Distress Report
- Stress Coping Style Report
- Detailed Personality Inventory Report
- Personal Work-style Report
- Resiliency Report



## Rationale of the Pre-employment Testing

- In accordance with IMO-ILO guidelines, seafarers are required to undergo medical examinations to reduce risks to other crew members, ensure safe operation of the ship and safeguard their personal safety and health. The medical examination aims to ensure that the seafarer is medically fit to perform routine and emergency duties at sea and is not suffering from any medical condition that could be exacerbated at sea, rendering him unfit for work or endangering others on board.
- The medical examination includes mental, cognitive and behavioral disorder assessment but it has been well established in the literature that general practitioners may lack the expertise to identify mental health issues that may impair seafarer's ability to perform job related functions. Impairments include deficiencies in cognitive processes such as attention, concentration, memory. Poor impulse control, vigilance and increased risk taking behaviors. Poor judgment in ability to predict indecisiveness and reduced problems solving skills including motor responses.
- The demands of work at sea, especially the effects of fatigue, psychosocial risks, poor management can increase mental stress and exacerbate pre-existing conditions as cited by multiple studies reporting increased prevalence rates of stress, substance abuse, depression generalized anxiety among seafarers (Iversen R., (2012), and poor physical health ( Kim J.H., & Jang S.N., 2016).
- It has been well established that a number of the risks and hazards are associated with seafaring i.e. fatigue, long working hours, noise, extreme weather conditions, loneliness, isolation, exposure to noise and difficult working conditions along with risk of accidents and piracy increase the risk for stress and set the stage for the onset of mental health problems ( Oldenburg M., & et. al, 2010)

- Multiple sources report that the majority of accidents and incidents on board are attributed to human error, and a number of scholars point to the need for implementation of multidimensional recruitment methods and policies to ensure proper selection of seafarers with personality traits, profile attributes and characteristics significant to ensure optimum job performance, safety, & adjustment onboard (Popa C., et al., 2015). While amendments and regulations on safety issues have increased over the years, it appears that one of the most critical issue onboard remains largely unaddressed : *Mental Health of Seafarers*.
- Mental health is the result of the interaction between biological, psychological and social factors and increasing evidence point to work related factors that play a key role in the onset of mental health problems. According to the World Health Organization, key factors include workload, lack of control , monotonous work tasks, role ambiguity , conflict, poor interpersonal relationships, poor working conditions, inequity . It has been reported that 450 million people worldwide are suffering from some form of mental disorder; 121 million suffer from depression, 70 million from alcohol-related problems, while 10-20 million have attempted suicide (WHO 2002).
- Seafaring is considered one of the most high risk occupations with strict medical and physical examinations being mandatory; but which may fail to reveal mental disturbances or identify risk factors that could impede job performance or compromise personal, crew or vessel safety.
- Preemployment testing is a significant part of the hiring process using validated and standardized tools to effectively detect psychological distress, identify coping style and evaluate a normal range of attributes and traits associated with optimal performance and overall wellbeing.





## Overview of OCEAN TESTING PACKAGES

**OCEAN I** is pre-employment psychological evaluation, a specialized examination that determines applicant's current psychological condition that may impair his or her ability to perform duties and responsibilities onboard and defines applicant's capability to withstand the psychological demands inherent in the prospective job environment.

It is an objective standardized procedure of collecting information about a candidate's psychological traits and abilities. It is an affordable process for streamlining the hiring process for any size company. Its major advantage is the unique test flow and automated reporting.

The premium edition combines the psychological evaluation, stress coping and brief personality testing recommended for ratings for advancement or promotion purposes.

**OCEAN II** is a personality testing based on the five factor theory to properly evaluate normal range personality traits, behaviors and characteristics such as resilience, judgement, integrity, agreeableness, openness, teamwork qualities that can impact performance, productivity and teamwork. Ocean II provides valuable information on personality traits significant to job performance, job fit, includes a detailed personal workstyle report on planning, organizing, problem solving, decision making and interpersonal style and a resiliency report.

**OCEAN III** combines both a mental health, stress coping and personality testing that provides a comprehensive and detailed overview of both psychological attributes and personality traits. It is recommended for officers onboard.

**OCEAN IV** is a psychosocial risk assessment that evaluates job stressors associated with work related stress, employee wellbeing and personal health. The assessment is completed online and is anonymized, reports and results are color coded for easy reading and understanding are automatically generated and include suggestions for improvement. Recommended for both ashore and onboard personnel.

**OCEAN V** is the latest addition to our Ocean test packages, and includes a leadership and emotional intelligence testing for both ashore and onboard personnel.

## WHY IMEQ® Ocean Testing?

- IMEQ® is a leading provider of remote online pre employment especially designed for seafarers, features an automated test flow system for accurate results.
- Comprehensive assessment process utilizing validated and standardized assessment inventories that evaluate a broad range of attributes, traits and behaviors relevant to seafaring and maritime positions.
- All tests are completed online via IMEQ'S encrypted and secure platform
- IMEQ® Platform Testing is GDPR Compliant - BV Certified
- Incorporates a unique test flow system for properly evaluating psychological attributes and detecting clinical symptoms
- Produces automatic results and reporting to streamline hiring process
- Generates a job fit suitability, personality fit and resiliency fit.
- Job fit profile and scale results are color coded for easy reading and understanding. Interpretive reporting and suggestions available subject to findings and selected Ocean test package.
- Provides analytics for comparative analysis
- Testing is available in English, Greek, Ukrainian, Russian and Japanese
- 24/7 Chatline available for assistance
- User friendly platform

All test results are confidential and protected under the APA guidelines. Prospective employers, are delivered a complete descriptive profile of applicant's psychological, personality profile, candidate's suitability, and work style report relevant to the job or applicable position and suitability standards as defined by the Human Resources of the Maritime Company.

Over the last 50 years, pre-employment screening has proven to be an effective indicator of psychological suitability for high risk occupations, including military, police, fire and nuclear power plant operators.

# AFTER CARE PROGRAMS

## 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 workplace, and designing wellbeing policies. The programs include videos, workshops, and training intervention techniques.

- ⌚ 8 modules total, 4 hours each
- ⚙️ Combination of modules or choice of preferable module
- 📄 Training follows a standardized procedure and is evidence based.
- 👤 Sessions scheduled in advance, all material provided by IMEQ
- 🌐 Mediums: online and office locations



IMEQ® provides structured short term individual counseling via our selected network of professionals for most common problems, anxiety, stress, depression....

**We Will Help You**  
IMEQ® network of certified psychologists targets both seafarers onboard and office based executives.



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.







# Mental Health Awareness Programs - Videos Articles - Workshops - Trainings

Our Mental Health Awareness Programs are facilitated online or at your location. Our training programs are informative & experiential. The participants are informed on various subjects on mental health, teamwork, leadership, communication and conflict resolution. Our team of experts advise ship owning companies on selecting the right training based on identified needs via assessment. Trainings and seminars include material, videos, workshops, and 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

## Wellbeing Certification Program

IMEQ®'s team of professionals have compiled a guidance program for developing and implementing wellbeing policies specifically designed for maritime companies. Our program aims to assist organizations to improve employee wellbeing by documenting a systematic approach to developing and sustaining a psychologically healthy workplace. It is a 5 step guidance program to assist maritime companies: Develop wellbeing policies, identify work risk factors, implement psychosocial risk assessments, and workplace wellbeing assessments, develop and implement strategies and best practices for ensuring wellbeing and psychological safety in the workplace.



## About Our Counseling Center

IMEQ® provides structured short term individual counseling, brief therapy interventions, that includes stress reduction programs, anger management programs and debriefing sessions in the event of traumatic incident.

### We Will Help You

IMEQ's network of certified mental health professionals are here to help seafarers and office based personnel achieve wellbeing.



### SEAFARERS

Seafarers may reach out to our Online Counseling Center via email at: [icrc@imeq-center.com](mailto:icrc@imeq-center.com) where they will be redirected to a mental health professional.

### OFFICE BASED PERSONNEL

Office based individuals are welcome to reach out at [hr@imeq-center.com](mailto:hr@imeq-center.com), and receive information or assistance relevant to counseling sessions and support.



ANXIETY DISORDER



POSTTRAUMATIC STRESS



PANIC DISORDER



TRAUMA



STRESS RELATED ISSUES



ALCOHOL & SUBSTANCE ABUSE



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. An environment where employees thrive NOT survive. Our team is able to create tailor made programs for our clients and address enquiries regarding mental health risk factors in the workplace.

In addition our professionals will provide assistance to stabilize the situation, restore safety onboard and create a short-term plan, and a follow up plan, in the case of a traumatic event. Our main focus is to prevent incidents, identify risk factors and prevent the risk of mental illness onboard while provide consistent monitoring in assessing critical situations.



DEVELOPING TEAMS



ENHANCING COMMUNICATION  
ONBOARD



DEVELOPING WELL BEING  
PROGRAMS



EMOTIONAL INTELLIGENT  
LEADERSHIP PROGRAMS



ENHANCING TEAM  
BUILDING SKILLS



PSYCHOSOCIAL  
RISK ASSESSMENT

## Long-Term Program Objectives:

- ✓ Acknowledging the value of a psychological safe and violence-free workplace
- ✓ Developing collaborative, honest and challenging working environments ashore and onboard that moderate disparities and leverage diversities
- ✓ Establishing policies that promote wellbeing, deal effectively with mental health issues and embrace empathy in the workplace

Immediate  
Crisis Handling

Preventing  
Escalation

Restoring Personal &  
Onboard Crew Safety



## About us

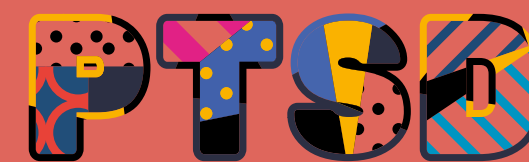
Innovative Maritime Emotional Intelligence Online Magazine: "PSYCHOLOGY AT SEA", aims to provide information and awareness on mental health. It was first published online in 2016 by IMEQ CENTER and several psychologists have made their contribution by updating seafarers with professional articles regarding mental health at sea.

# MENTAL HEALTH MAGAZINE

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



Depression, or Major Depressive Disorder, is classified as a mood disorder. It is estimated to affect 350 million people worldwide, and it's the leading cause of disability globally. Depression can occur at all ages groups but it's more prevalent between the ages 18 - 29. Women report depression 1.5 - 3 times more than men do. The core features of depression include loss of interest or pleasure and a persistent depressed mood for most of the day, nearly every day for at least two consecutive weeks. The episode is accompanied by significant impairment on occupational, social and other important areas of a person's life. While some individuals with mild depression appear functional, it is important to remember that day to day functioning requires effort, therefore it is important to recognize the signs in order to address the problem early on.



Traumatic events are very common in any society and individuals can be traumatized by any event they may perceive as life threatening and diminish their sense of personal safety. Traumatic events may involve direct physical assault or attack, sexual violence, being a victim of terrorist attack, social violence, war, natural disasters and assaults of any nature, or being a witness to a traumatic event. Individuals that have either suffered or witnessed major traumatic events, may experience acute psychological distress, feel frightened, sad, anxious or disconnected following the traumatic experience. For most people these symptoms gradually subside, however when symptoms last longer and are getting worst, PTSD may be developing.





Our team of professionals at IMEQ® are dedicated to promoting wellbeing at sea by providing companies, managers and seafarers, educational tools to raise mental health awareness onboard and ashore.



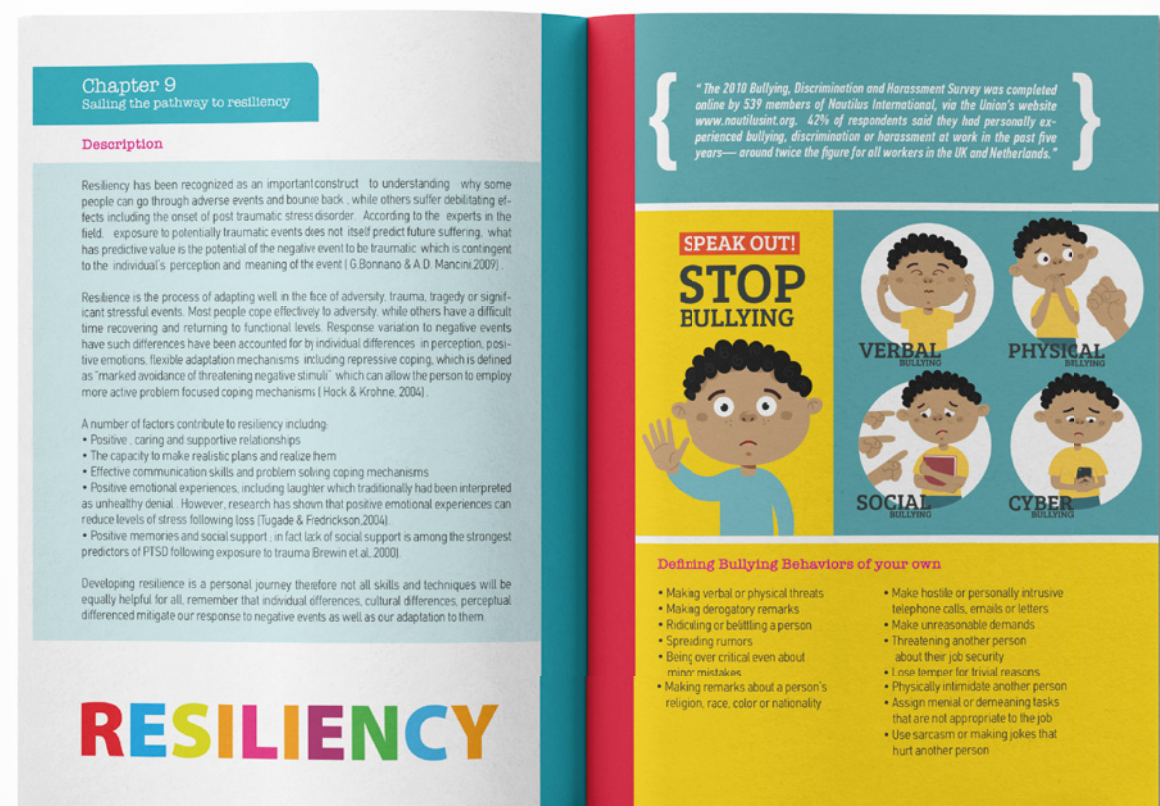
## Download IMEQ® Application

You can now download our most updated Mental Health Application. Find out more about Mental Health issues such as Depression, Suicide, Resiliency, Abuse of Roles onboard, Fatigue onboard and other...

# MENTAL HEALTH MANUAL

# MENTAL HEALTH APPLICATION

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





AFFILIATED WITH:



IMEQ<sup>®</sup> CENTER is dedicated in raising mental health awareness across the globe. Seafarers and maritime office based employees have the opportunity to visit our social media and gain knowledge on a wide range of mental health issues, wellbeing tips, communication, leadership and relevant topics.

## MENTAL HEALTH **SOCIAL MEDIA**



in



**INTEGRITY • RELIABILITY • CONSISTENCY**  
*"We transcend the Ordinary and Conquer the complex"*

We provide our customers with efficient ship management services applying our innovative perspective on identified problems and issues, as well as implementing preventive methods with an advanced PMS and cost efficient solution system. Based on the strict selection of our colleagues and long loyal co-operation of our business partners, we succeed in Efficient Ship Management in a wide manner including low cost, timely solutions and right momentum for targeted actions.

[www.ka-ims.com](http://www.ka-ims.com)

SET SAIL TO SUCCESS WITH KA INNOVATIVE MARITIME SERVICES





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