

Wellness on the Run Webinar

The mental health action plan

Strategies for addressing employee behavioral health concerns.

April 18, 2018



Welcome

Today's presentation will begin shortly.

- In order to hear the audio for this presentation, please turn up your speakers.
- If you'd like to ask a question, please use the **Q&A area** of the console.
- A PDF of the presentation and other relevant resources are available under the **Resource Widget** at the bottom of the screen.
- To resize the presentation, just drag the lower right corner of the slide area.
- If you need help during the event, please click on the **Question Mark Widget** at the bottom of the screen.

A thought to get us started

Work is at the very core of contemporary life for most people, providing financial security, personal identity, and an opportunity to make a meaningful contribution to community life.

Source: NAMI

But work can also provide¹...

Work/Life
conflicts

Bureaucratic
constraints

Relationship
problems with
superiors



Relationship
problems with
colleagues

Job insecurity

Performance
pressures

Why workplace mental health matters

70%

of adults will have a mental health issue in their lifetime.¹

Lost earnings per year in the United States due to serious mental illness:²

\$193.2 billion

1 million

workers miss work every day due to workplace stress.³

1 in 5

adults experience mental health episodes each year.⁴

1 National Institute of Mental Health

2 Insel, T.R. Assessing the Economic Costs of Serious Mental Illness. Am J Psychiatry. 2008 Jun;165(6):663-5. 3 Key substance use and mental health indicators in the United States: Results from the 2015 National Survey on Drug Use and Health. Rockville, MD: Center for Behavioral Health Statistics and Quality. Substance Abuse and Mental Health Services Administration. 2016.

4 National Institute of Mental Health

Defining stress

Stress

/stres/

noun

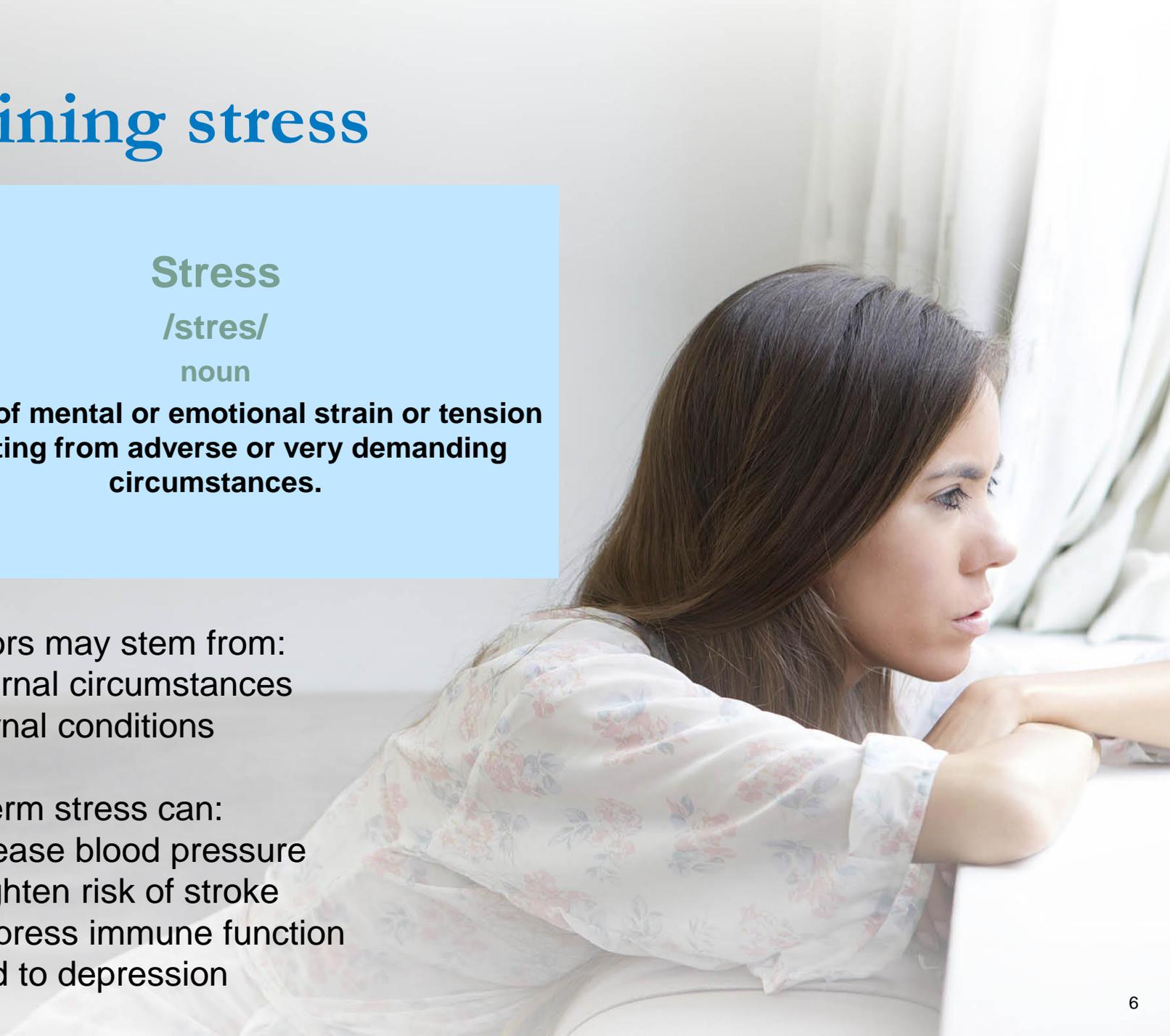
A state of mental or emotional strain or tension resulting from adverse or very demanding circumstances.

Stressors may stem from:

- External circumstances
- Internal conditions

Long term stress can:

- Increase blood pressure
- Heighten risk of stroke
- Suppress immune function
- Lead to depression



The impact of depression

Depression costs U.S. companies:¹

- ~5 extra **missed work days** yearly.
- 11.5 days of **lower productivity** for each affected employee every 3 months.
- A total of **\$17 to \$44 billion** in lost workplace productivity

Studies show that across all health conditions, depression has the biggest overall impact on an individual's work performance.²

The World Health Organization projects that depression will be the second leading cause of disability throughout the world by 2020.³

Do you know the signs?



Sadness



Changes in your appetite or weight



Difficulty sleeping or oversleeping



Feelings of hopelessness, pessimism, guilt and worthlessness



Fatigue or low energy



Poor concentration



Loss of interest in activities



Irritability

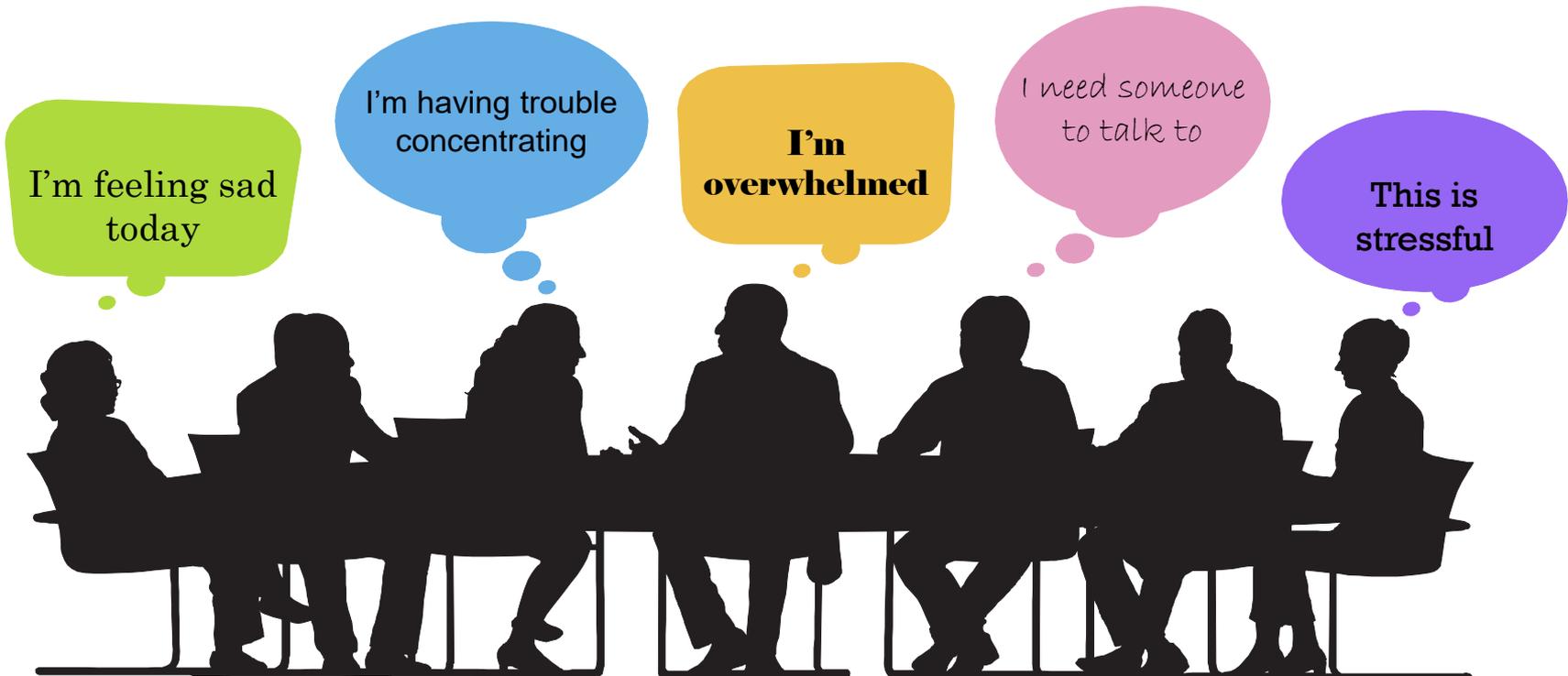
1 Centers for Disease Control and Prevention website: *Depression Evaluation Measures* (April 2016).

2 Kessler, RC, PhD, et. al. The Psychiatric Clinics of North America: *The Costs of Depression* (March 2012): [ncbi.nlm.nih.gov/pubmed/2769769/](https://pubmed.ncbi.nlm.nih.gov/2769769/).

3 *JOURNAL OF HEALTH & PRODUCTIVITY*, a publication of the Institute for Health and Productivity Management, Volume 6, No. 2 (November 2012): ihpm.org.

Workplace signs: could an employee be struggling with stress, anxiety, depression or another mental health condition?

Struggling to concentrate	Social interaction declines
Showing up late to work	Negative attitude



Workplace mental health spectrum of strategies



Proactive



Maintenance



Responsive





Proactive strategies

- Reduce the stigma
- Create rapport
- Develop trust

GOALS:

- Get to know each other as people, not just as job descriptions.
- Create a culture of well-being.

Proactive strategies: Reducing the stigma

✓ Actively promote all available wellness services – flyers, emails, videos, trainings, websites, etc.

✓ Develop campaigns to encourage co-workers to talk to each other when they see someone might be struggling.

✓ Encourage leaders to bring up the importance of mental health and wellness in their team meetings.



Maintenance strategies

- 
- A woman in a grey blazer is standing in front of a blurred audience. She is holding a white folder or tablet. Several audience members in the foreground have their hands raised, indicating an interactive session or a Q&A period.
- Model behavior
 - Training
 - Focus on relationships
 - Stress management
 - Conflict Management

GOALS:

- Offer growth and development resources.
- Maintain relationships.
- Encourage participation in developing solutions.

Responsive strategies

- Crucial conversations
- Resource referral
- Intervention

GOAL:

- Be aware of, understand and access resources when needed.



Crucial conversations

Expect the unexpected, but keep these tips in mind:

- The goal IS NOT to solve their personal problems but IS to connect the individual to the appropriate resource.
- Start by slowing down and acknowledging what they're going through.
- Be quiet and ask questions.
- IF you must offer advice/suggestions make sure you are getting their permission.
- Show empathy while still discussing their situation, even if the conversation turns to how it will impact the workplace.
- Know when to pick up the phone.
- Follow-up is important. Don't let the first conversation be the last.



Final thoughts

Remember, it takes courage to speak up about mental health issues. You can empower employees to seek the help they need:

- Reduce the stigma – create a culture of support, acceptance and understanding
- Promote and encourage use of resources



Resources to share

Employee Assistance Program (EAP)*

Resources to make a difference personally and professionally

- 24/7 counseling services
- Financial & Legal Consultations
- Identity Protection & Recovery
- Wellness seminars
- Critical incident response services
- Personalized website

LiveHealth Online**

A 50-state solution offering counseling via computer, tablet or smartphone

- LHO Psychology
- LHO Psychiatry

myStrength***

Digital tools and resources to help manage stress, anxiety, depression and other emotional well-being concerns

- Complete a wellness assessment
- Utilize the mood tracker
- Engage with eLearning modules
- Track progress

**Buy-up program*

***Requires activation of LiveHealth Online*

**** Included in Enhanced EAP*

Resources you can use

Time Well Spent

- Health Kits – including “Emotional Health Kit”
- Employer webinar archive
- Tips and tools to build and implement wellness plans
- Member education and resources
- www.timewellspenthome.com

Employee Assistance Program (EAP)*:

- Leadership and employee training and seminar opportunities
- Brochures, flyers, posters
- On-demand resources

National Mental Health Websites

- MentalHealth.gov
- National Institute of Mental Health – <https://www.nimh.nih.gov>

Don't Forget To Register

Register for the remaining 2018 Employer Webinars, or catch up on demand at: <http://www.timewellspenthome.com/webinar/>

Topics:

<u>Employer Events</u>	Event Date
Opioids in the workplace: prevention strategies, resources and support.	5/16/18
Time to tone up your wellness program and get results.	6/20/18
Creating a workplace in motion: steps to reducing back and joint pain.	7/18/18
Positive thinking, positive health. Tips to combat workplace stress and negativity.	8/15/18

2018 DocTalk Series

Your employees can get health tips with our free DocTalk webinars!

DocTalk webinars are available to all members and their dependents.

June 12, 2018 12:00 pm & 3:00 pm EDT	Topic: Musculoskeletal Wellbeing and Treatment Presenter: Dr. Tony Linares
August 14, 2018 12:00 pm & 3:00 pm EDT	Topic: Diet, Nutrition and Weight Loss Presenter: Dr. Richard M. Lachiver

Employees can register at webinars.on24.com/doctalk/register2018.

Questions

