43% of large EMPLOYERS have a formal mental health strategy

DID YOU KNOW?

1 in 5 U.S. adults experience a mental illness in a given year

1 in 4 employees want more mental health supports from their employer

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Most Prevalent Mental Health Issues Among Working Adults

- Anxiety Disorders
- Depression
- Bipolar Disorders
- Attention-deficit/Hyperactivity Disorder

Triggers Causing Mental Health Conditions to Flare Up or Worsen

- Work Stress
- Work-Life
- Social Stress
- Financial Stress
- Physical Stress

Work Positively Impacts Mental Health by Boosting...

- Self-Esteem
- Well-Being
- Social Connectedness
- Recovery
- Resilience

BUSINESS IMPACTS

- Globally, mental health disorders cost $2.5 trillion annually— that’s roughly equivalent to the combined cost of cardiovascular diseases and diabetes.

- 45% of missed work days are attributed to mental health conditions.

- 62% say mental health conditions cause a lack of focus.

- 57% say mental health conditions lower productivity.

Workplace Mental Health Programs

Top Concerns Employers Aim to Address

- Stigma
- In-network providers
- Availability
- Access to low-cost, high-quality behavioral health providers
- Undiagnosed/Untreated Depression

Top Components of Mental Health Awareness Campaigns

- Awareness
- Communication
- Manager Training
- Resource Toolkits
- Awareness Events
- Employee Testimonials
- Peer Training

30% of large EMPLOYERS indicate their leaders are actively involved in their mental health awareness campaign.

It’d be easier for employees to disclose a mental health issue if...

- they were aware of resources
- the workplace was open about mental health
- someone within the company talked to them about mental health

What to Do When a Colleague or Employee Shares

<table>
<thead>
<tr>
<th>Don’t Say</th>
<th>Do Say</th>
</tr>
</thead>
<tbody>
<tr>
<td>“It could be worse”</td>
<td>“Thank you for telling me”</td>
</tr>
<tr>
<td>“Just deal with it”</td>
<td>“Can I do something to help?”</td>
</tr>
<tr>
<td>“Everyone feels that way sometimes”</td>
<td>“I’m here for you”</td>
</tr>
<tr>
<td>“We’ve all been there”</td>
<td>“I can’t imagine what you’re going through”</td>
</tr>
</tbody>
</table>

CALL TO ACTION

Mental Health at Work

A National Business Group on Health® Infographic

Mental Health at Work

- Employers must embrace holistic well-being and make mental health matter, even on physical health.

- Employers must lead by sharing their stories, showing compassion and normalizing the conversation about emotional health.

- Managers must identify issues and refer employees to appropriate resources.

- Employers must launch a communication plan to address the stigma and rebrand services available to boost engagement.

- Empower employees to address stigma through champions and peer advocates.

- Make the connection between mental health and other business and employee priorities, like diversity and inclusion, caregiving, performance, and sleep.

What’s a variety of mental and emotional health supports, such as resilience training, flexible work arrangements, on-site mental health care and digital solutions.

- Ask leaders to lead by sharing their stories, showing compassion and normalizing the conversation about emotional health.

Increase access to high-quality, low-cost information and care.


National Alliance for Mental Health Minnesota. “Make It OK.” Presentation at: Well-being and Workforce Strategy Institute Meeting; February 2019; Washington, DC.


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