



California Legal Management Conference



Promoting Mental Health in the Workplace A Healthy Start to 2021

Presented by:

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Background

- **12 years: HR Training & Consulting
HR Operations**
- **7 years: Employee Benefits**
- **3 years: Wellness**
- **6 years: PIHRA HR Community**

**Amanda Osburn, SPHR, CWWS
Wellness Consultant**

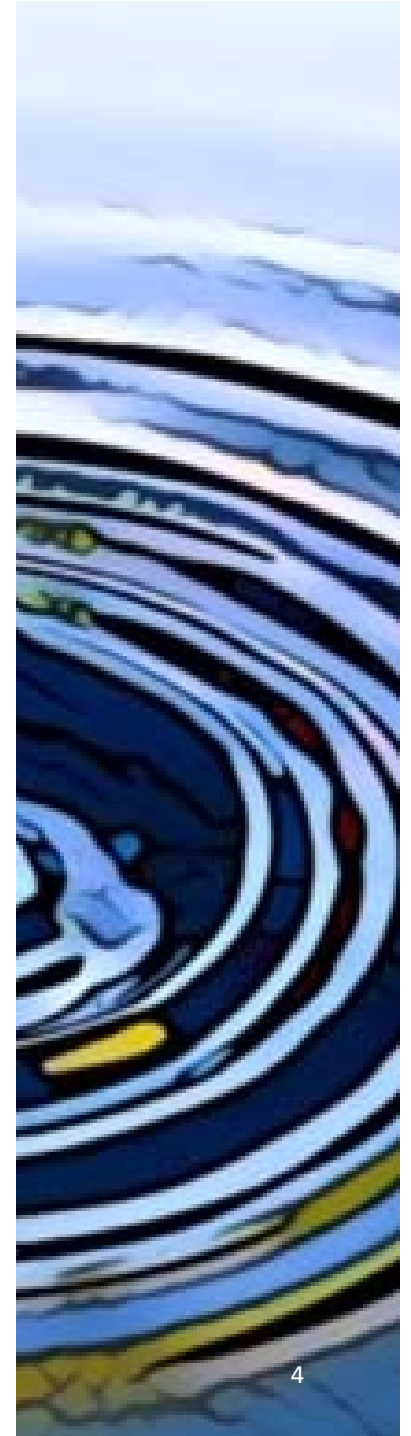
Today's Agenda

Promoting Mental Health in the Workplace

- Why Wellbeing Matters
- Pillars of Wellbeing
- Mental Health Epidemic
- Risk Factors & Needs
- Employer Action Items
- Programs & Resources
- Work-life Balance & Self Care

Intention Meditation

***What do you
want to get
out of today's
discussion?***



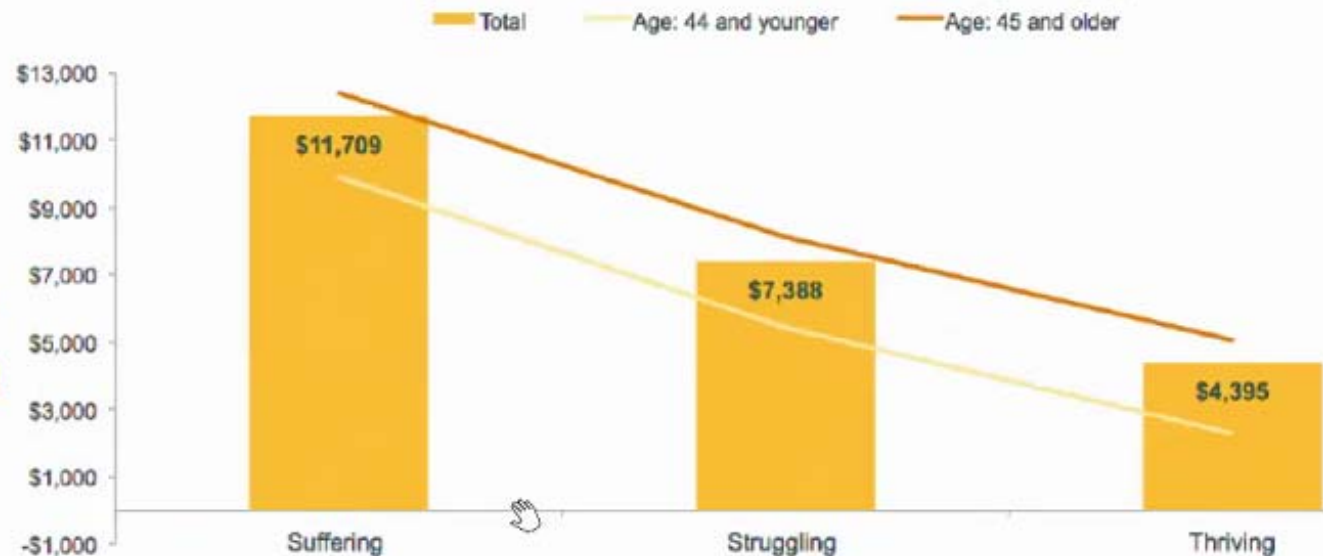
Why is Wellbeing Important?

Research has shown that organizations with strong cultures of well-being have better performing and more productive employees.



Employees who are thriving in overall well-being have 41% lower health-related costs compared with employees who are struggling and 62% lower costs compared with employees who are suffering.

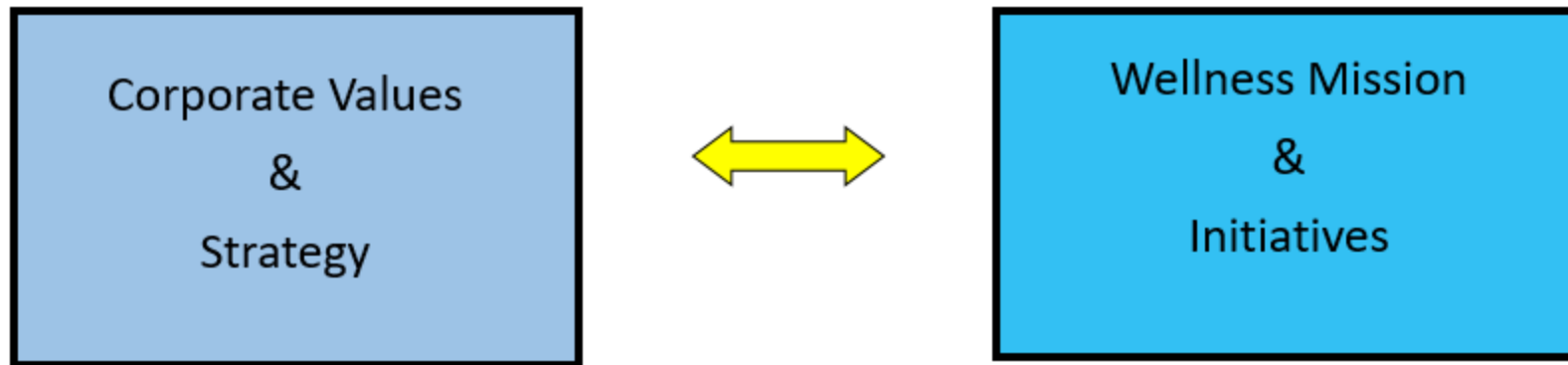
Annual Health-Related Cost to Employer (Disease Burden and Unhealthy Days)



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 KAISER PERMANENTE.

Program Alignment



6 Pillars of Wellbeing

A corporation's success depends on an engaged, thriving workforce. A holistic and comprehensive wellness program can help achieve this goal.



Purpose

Liking what you do each day and being self-motivated to achieve your goals



Mental

Resources and coping skills for stress, anxiety, difficulties in both work and personal life.



Financial

Managing your economic life to reduce stress and increase security



Social

Liking where you live and work, feeling connected and having a sense of community. Corporate social responsibility.



Physical

Having good health and energy each day. Components of physical exercise and nutrition.



Occupational

Contributing your skills and talents to work that is interesting, enjoyable, rewarding and that you feel fulfilled by.

Poll Question #1

Impacting Workplace Well-being

Measurement Components

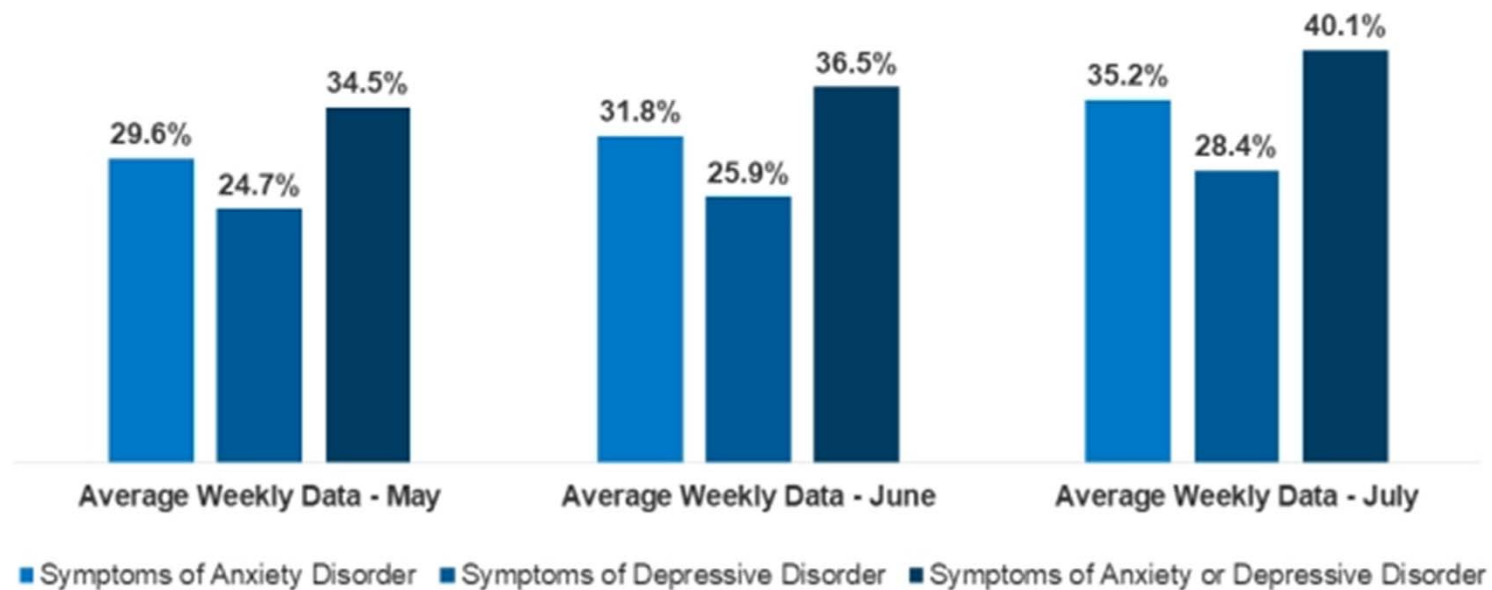
- Participation
 - Employee satisfaction
 - Behavior and health habit changes
 - Productivity changes
 - Employee engagement
-
- Healthcare costs continue to spiral, growing much faster than National GDP
 - Pandemic pushing up healthcare costs even higher
 - Amplifying Work Related Stress
 - Mental health as part of corporate wellness programs gains popularity amid COVID-19
 - COVID-19 driving increased adoption of disease testing, tracking & employee health screenings
 - COVID-19 accelerating telemedicine's natural fit into corporate wellness strategies
 - Rise in chronic disease makes health risk assessment, fitness & health screenings more important
 - Epidemic of obesity forcing companies to include nutrition & weight management as part of wellness programs
 - Widely prevalent nicotine addiction & abuse encouraging companies to implement innovative smoking cessation programs

MENTAL HEALTH *State of the Union*

- Data is emerging – the impact is higher than we know (under reporting-stigma); Epidemic
- Mental health issues are difficult to see; unlike physical health issues
- Symptoms will linger long after the “stressor” of COVID-19 is gone/vaccine
- Pre-existing conditions are re-emerging because coping reserves are depleted
- 75% of medical conditions are caused or exacerbated by stress
- Power, control, and safety will emerge as crucial variables in effecting positive change
- Employers are on the front lines more than ever before (e.g. COVID)
- Structural and personal changes will be needed, not just individual-level coping
- Multiplicity of Effects – Each employee will be impacted differently, at very different levels

MENTAL HEALTH *State of the Union*

Average Share of Adults Reporting Symptoms of Anxiety or Depressive Disorder During the COVID-19 Pandemic, May-July 2020



Data points:



40%

According to the CDC, 40% of U.S. adults reported struggling with mental health or substance abuse in June 2020.¹

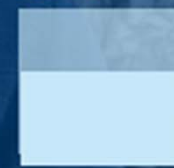
2020



83%

As of June 2020, more than 8 in 10 Americans say the future of our nation is a significant source of stress. The previous high was less than 7 in 10, in 2018.²

2018



69%

1. CDC survey, June 24-30, 2020.

2. Stress in America 2020, [American Psychological Association](#).

Mental Health Risk Factors & Protective Factors

Risk Factors

- New hire; New manager/leader
- Employee with poor connection to manager
- Employee without relationships at work
- Employee's spouse/partner unemployed
- Employee's family far away or unsupportive
- Employee facing discrimination/injustice in society
- Employee with recent changes (new child, divorce, death, break-up, health condition, move)
- Low earning/minimum wage employees
- Employee with a chaotic, unsafe, or inconsistent home life/housing
- Employee who lives alone or is isolated

Protective Factors

- Employees who feel connected, supported, valued, and can make an impact
- Higher earning employees
- Employees who are seen/visible to leadership (in a positive way)
- Employees who were doing well before COVID-19
- Employees who have access to adequate healthcare, outdoors, transportation
- Employees who feel socially connected to others – family, friends, colleagues
- Employees with childcare alternatives

Poll Question #2

Employer Mental Health Checklist

- ☐ Secure your mask before assisting others – be aware of your states of burnout, stress, anger
- ☐ Be mindful of implicit and explicit messaging
- ☐ Conduct casual check-ins (phone/video) more frequently; Advise managers to follow suit
- ☐ Enact more boundaries in the workday to combat employees working longer hours
- ☐ Train leadership on EAP and other mental health resources
- ☐ Proactively communicate EAP and mental health resources to employees
- ☐ Hire a mental health professional “on retainer” to consult with HR and leadership
- ☐ Revisit policies and areas to assess for systemic changes needed
- ☐ Reassess your values – the challenges of COVID-19 provide the opportunity to revisit growth, rediscovery
- ☐ Remember – effects will linger after the causes have been removed (PTSD)

Poll Question #3

Programs & Resources

Carrier Resources

It's helpful to integrate your medical carrier's/provider's free programming where possible in your wellness program. Most carriers offer a variety of resources and programs to members in all pillars of wellness, increasingly so for mental health. Vastly unknown and under-utilized by employees.

- Review your carrier and broker's included and buy-up wellness options
- Conduct educational campaigns to promote carrier and internal programs
- Create webinars, emails, custom communication pieces
- Examples:
 - o Health & wellness discounts
 - o Self-care apps
 - o Gym discounts & virtual fitness apps
 - o EAP & Telephonic wellness coaching
 - o Telehealth
 - o Walking programs/step challenges
 - o Incentivized rewards activities
 - o Nutrition advice; recipes
 - o Diabetes prevention
 - o Monthly health topics and content
- Much more!

Work-life Balance & Self Care



Poll Question #4

Getting Started.....



What works? What doesn't? **Survey. Data.**



Initiatives align with priorities. **Implicit. Explicit.**



Gather and communicate resources. **Proactively.**



Design. Rollout. Review. Revise. **Repeat.**

QUESTIONS

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Thank You!
Stay Healthy! Be well!

Amanda Osburn

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