



Supporting Mental Health Awareness & Education in the Workplace

May 2023



What is Mental Health?



Emotional



Psychological



Social

- Mental health includes our emotional, psychological, and social well-being, affecting how we think, feel, and act
- Mental health is important at every stage of life
- Poor mental health and mental illness are different; one can have poor mental health without a diagnosis, and a diagnosed individual can still have periods of physical, mental, and social well-being

2022 Mental Health Trends (US)

20%

of adults (50 million) are experiencing a mental illness

40M

of adults suffer from an anxiety disorder including PTSD and OCD

56%

of adults with a mental illness receive no treatment

30%

of adults with a cognitive disability were not able to see a doctor due to costs

8%

of adults in America reported having a substance use disorder in the past year

11.4M

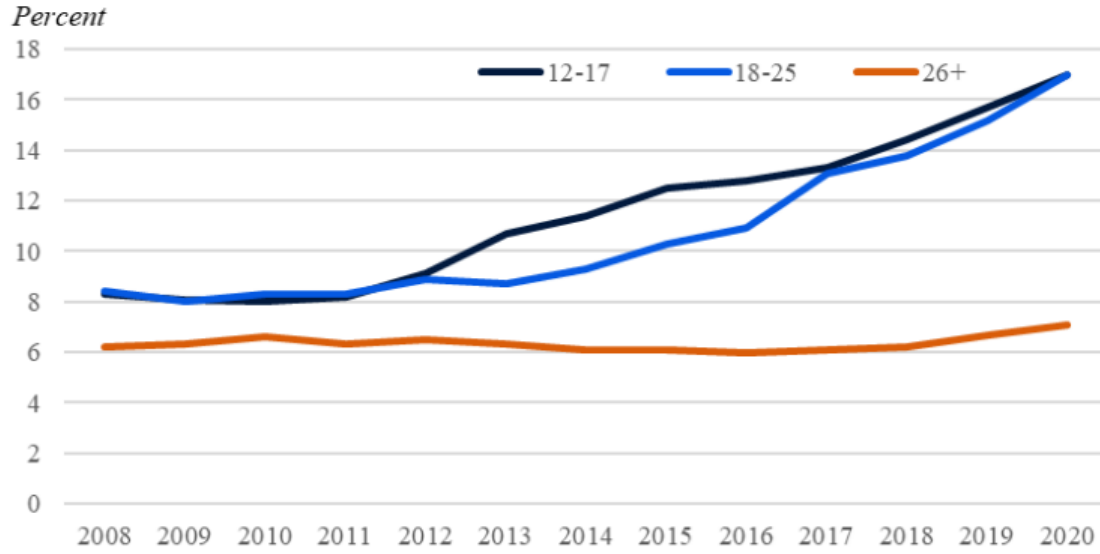
of adults with serious suicidal thoughts - an increase of 664,000 people from last year's data set

45%

of LGBTQ youth seriously considered attempting suicide in the past year

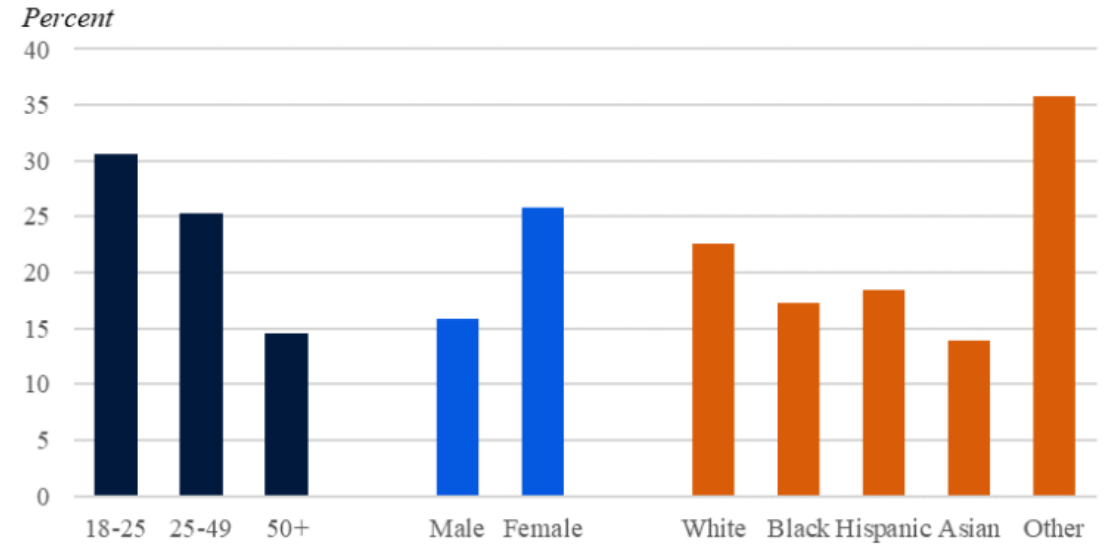
Key area of needs

Figure 1. Percent of the population with a major depressive episode in the past year by age, 2008-2020



Source: Substance Abuse and Mental Health Services Administration

Figure 2: Percent of the adult population with any mental illness in 2020, by demographic group



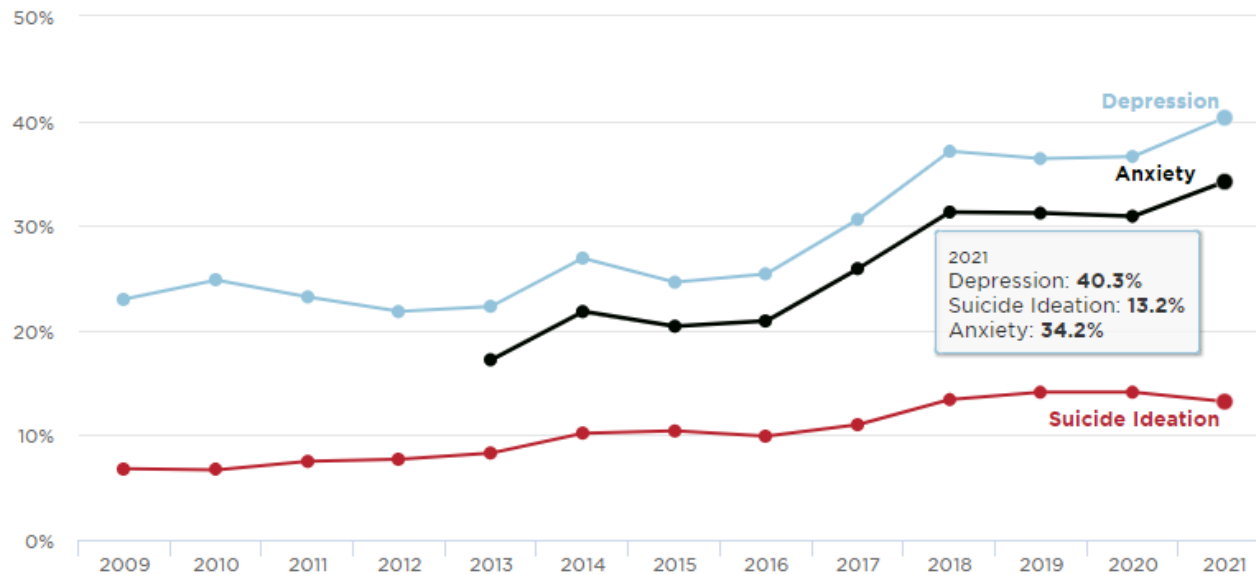
Source: Substance Abuse and Mental Health Services Administration

Among children age 3-17, the most commonly diagnosed mental disorders from 2013 to 2019 were ADHD (9.8%), anxiety (9.4%), behavioral problems (8.9%), and depression (4.4%). These disorders often begin in early childhood: approximately one in six U.S. children age 2-8 had a diagnosed mental, behavioral or developmental disorder.

Higher Education: Key areas of need

Mental health of college students

Large numbers of students report depression, anxiety, and contemplating suicide and those numbers have been on the increase.



SOURCE: [Healthy Minds Network](#)

- The higher education environment presents unique challenges that can contribute to the development of mental health issues.
- **Stress, anxiety, depression, substance abuse, eating disorders, and sleep disorders** are some of the most common problems faced by students and staff alike.
- It's important that we recognize and address these challenges to maintain a healthy education community

50% of all mental illness begins by age 14 and 75% by age 24

Workplace mental health: listening in on social media

Figure 4. The impacts of burnout²⁴

Employees who say they very often or always experiences burnout at work are:

63% more likely to take sick day

23% more likely to visit the emergency room

13% less confident in their performance

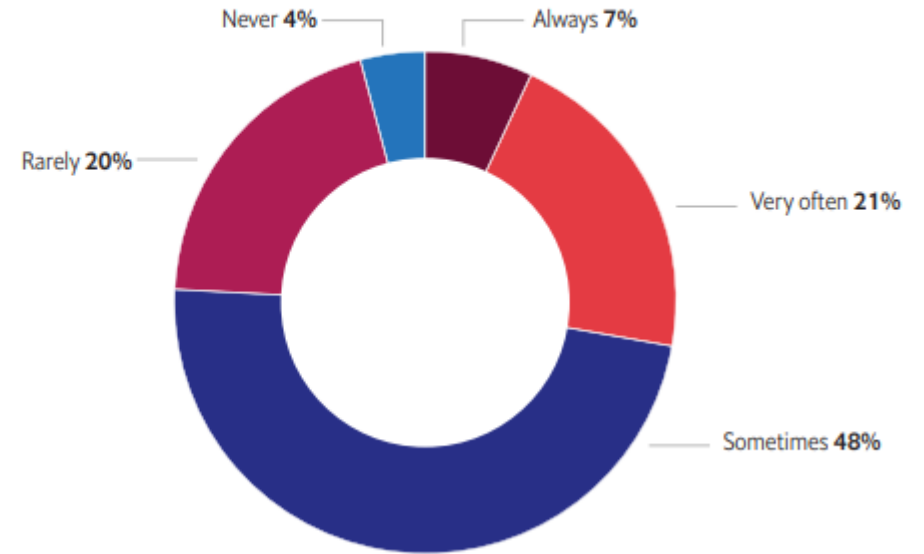
1/2 as likely to discuss how to approach performance goals with their manager

2.6x as likely to be actively seeking a different job

Figure 3. Rates of burnout for employees²⁴

How often do you feel burned out at work:

76% of employees experience burnout on the job at least sometimes



Encourage autonomy, meaning and provide opportunities for growth

Workplace mental health: listening in on social media

The conversation: social listening

Employees who feel supported and valued are more likely to stay with a company long-term. Offering employee benefits such as health insurance, retirement plans and wellness programs can improve employee retention. #employeebenefits #employee retention #wellness

- @opensourcedwor1, 6 Mar 2023,
10:00am, twitter.com



Figure 2. Top sentiments related to workplace mental health

Negative

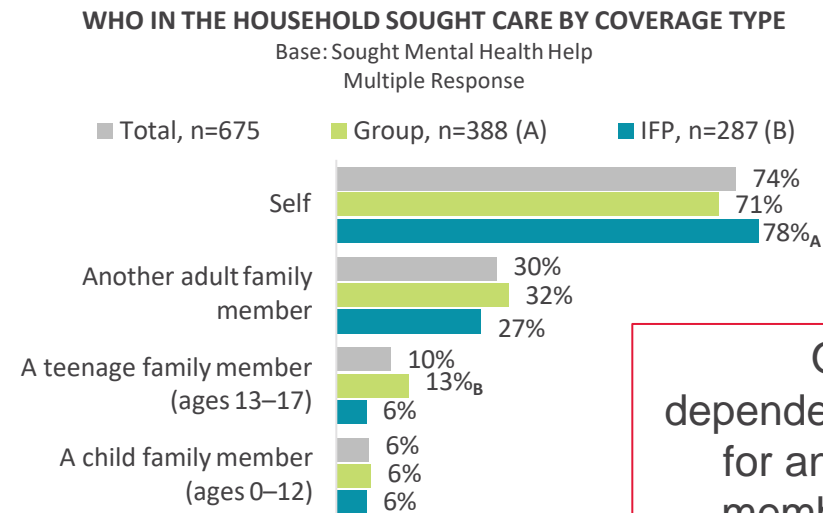
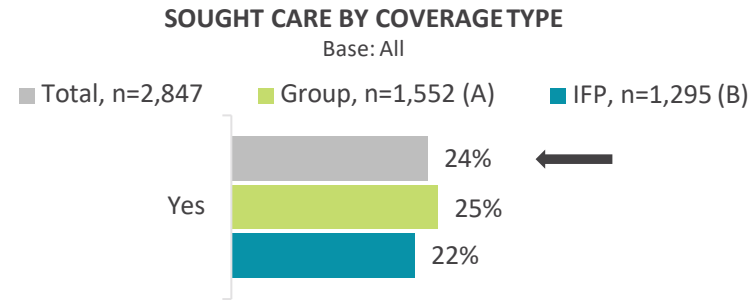
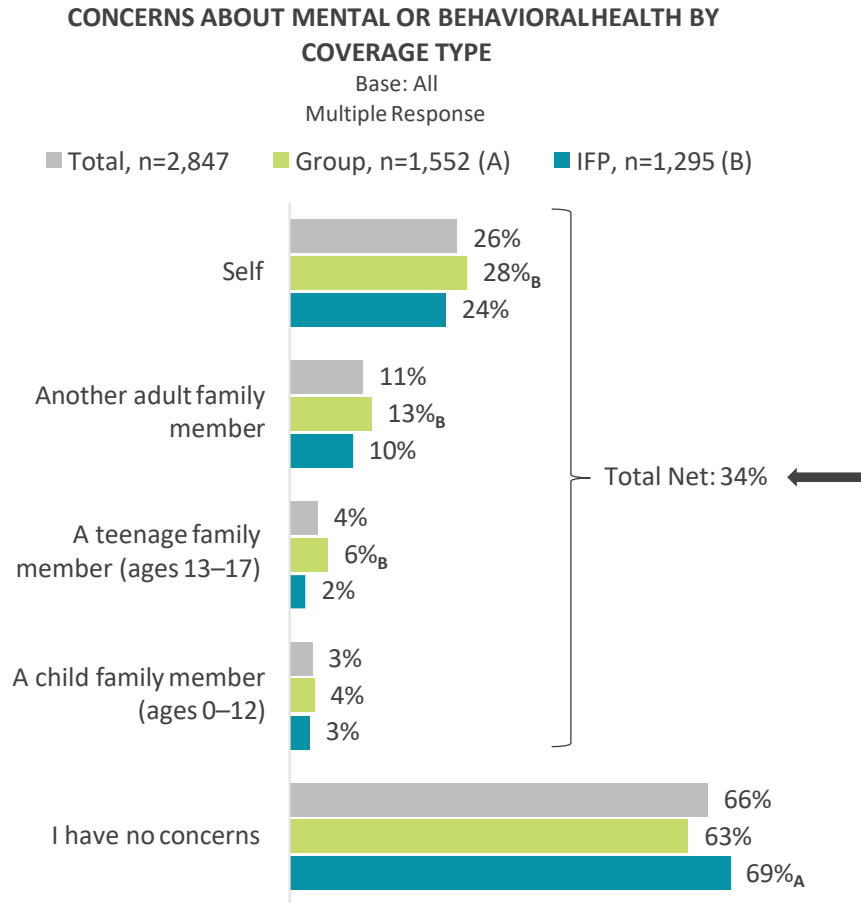


Positive



Overall, about one-third of members report a behavioral or mental health concern within their household but only about a quarter sought help for it.

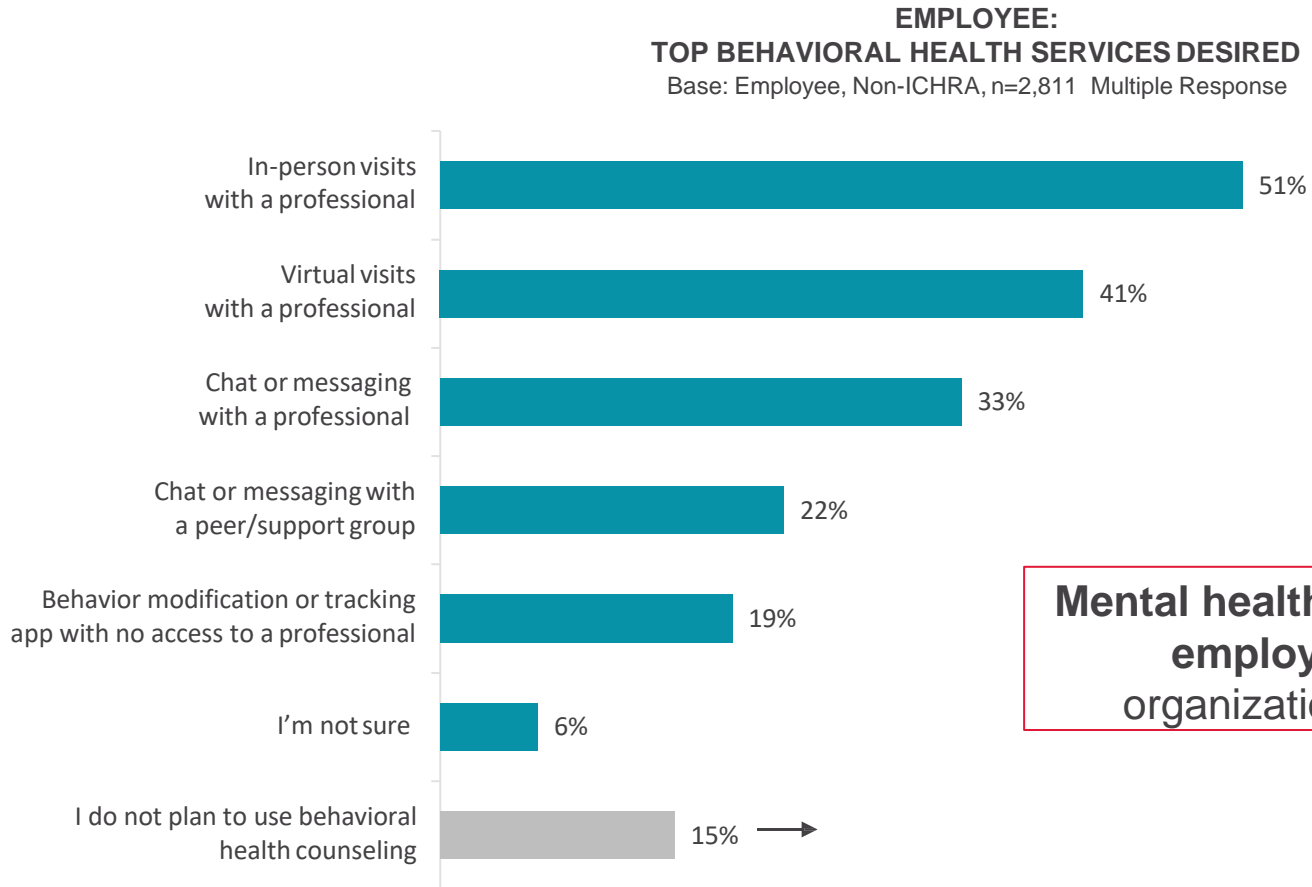
While most care sought is for adults, approximately 10% of members with dependent children have concerns about their teenagers and about 10% have concerns about their younger children.



Of those with covered dependents who sought care for anyone, 20% of Group members were looking for care for their teenagers.

With access to counselors and therapists stymied by a shortage of professionals accepting insurance, many employees indicate they are quite open to seeing a mental health professional virtually.

Considering only about six in ten psychiatrists in the U.S. accept new patients with private insurance,¹ treating behavioral health virtually may provide relief to employees and their dependents by granting them access to a wider network of doctors than are available in their immediate geographical area. While in-person visits are still preferred by half, virtual visits still garner ample interest from employees.

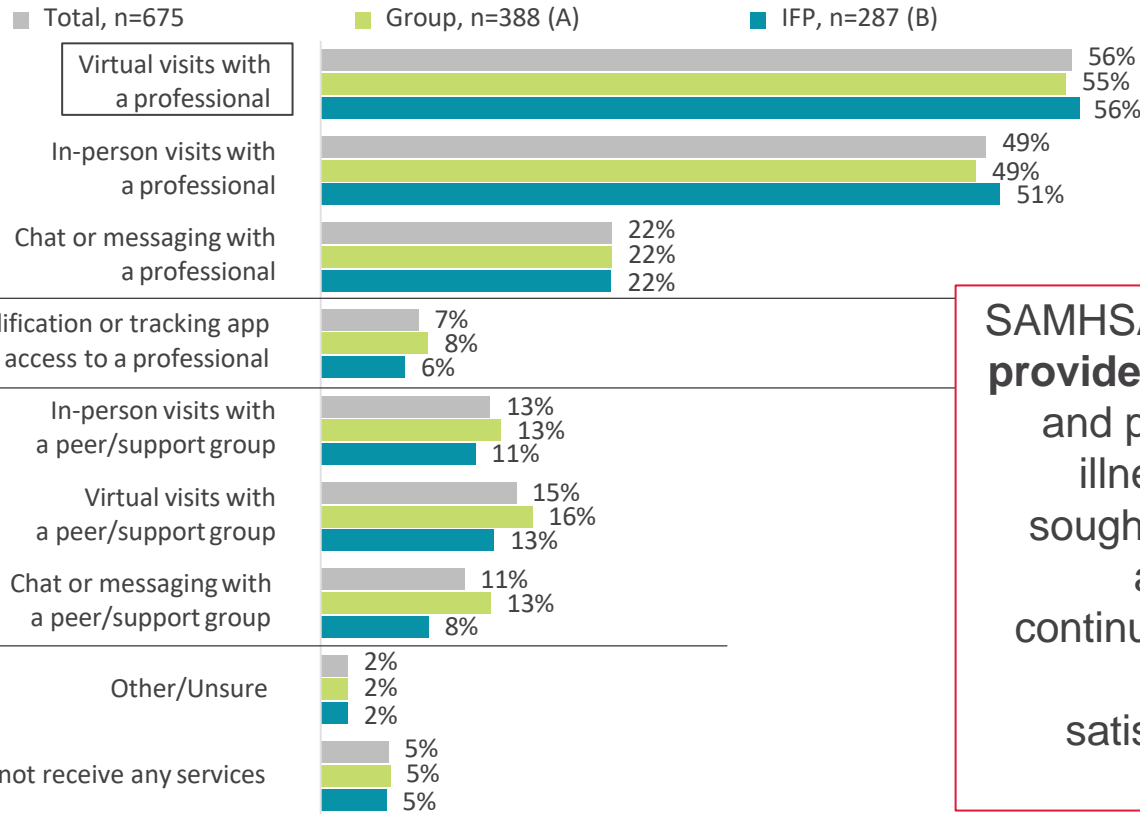


Mental health services are important to almost all employees. Only 15% have no interest in their organization providing behavioral health services.

As “typical” mental health visits do not require physical examinations and occur with higher frequency than many other types of medical care, more members received virtual visits than any other type of behavioral healthcare.

TYPES OF MENTAL HEALTH SERVICES RECEIVED BY COVERAGE TYPE

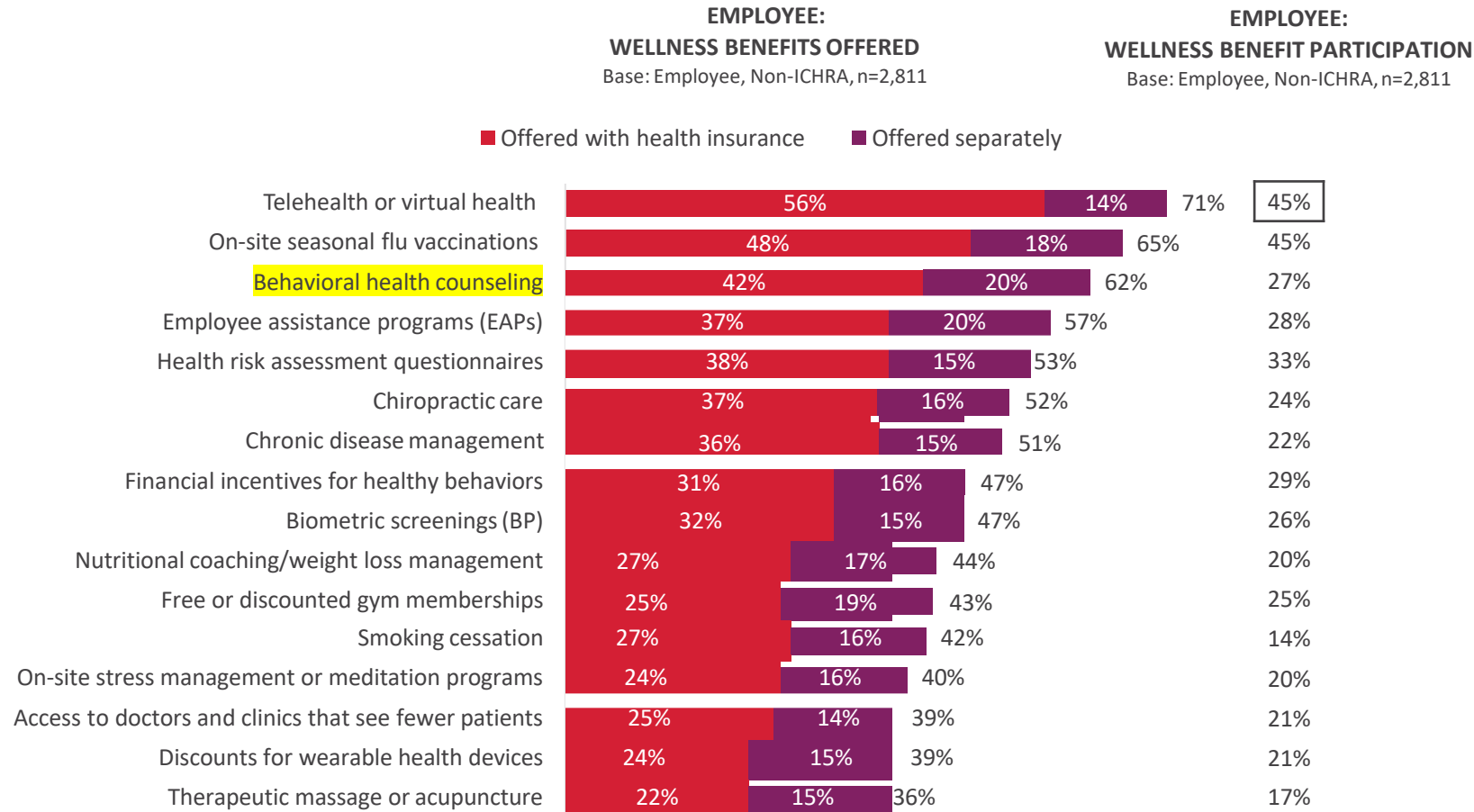
Base: Sought Mental Health Help
Multiple Response



SAMHSA reported that **virtual options can provide better outcomes** for both provider and patient. Patients with serious mental illness or substance use disorders who sought virtual mental healthcare received access to higher quality care, better continuity of care, increased convenience, reduced stigma, and comparable satisfaction to those who sought care in person.¹

Offering and usage of telehealth remains strong, with almost half of employees reporting they used their telehealth benefits.

While the COVID-19 pandemic accelerated the use of telehealth by many who would not otherwise have considered it, future improvements may increase participation even more as access, lower costs, and convenience outweigh lingering issues in care delivery.



Top 2023 insights

 Most workers face mental health struggles but, for myriad reasons, many don't get help

 More people are discussing mental health at work, propelling a culture shift

 Managers lack needed mental health resources

 Many employees struggle to get the right care







 Employees are increasingly stressed and burned out, signaling a need for better work design

 Poor mental health was associated with lost productivity, i.e., increased absenteeism and presenteeism

The most successful organizations will be those that take the time to better understand their employee's mental health needs, and offer the resources necessary to address them

De-stigmatizing Mental Health – Practical Steps

To foster a supportive and inclusive professional environment, we must work together to de-stigmatize mental health and normalize discussions about overall well-being:

-  Awareness campaigns
-  Guest speakers and workshops
-  Open conversations about mental health
-  Assess and improve mental health benefits
-  Implement mental health education in orientation and training programs
-  Encourage work-life balance for employees and yourself

Identifying Mental Health Needs



When to ask for help

- Changes in appetite
- Sleeping problems
- Feeling numb or unable to experience emotions
- Helplessness and hopelessness
- Severe mood swings
- Persistent thoughts that you can't quiet
- Trouble in your relationships



What you can do to support someone in need

- Listen and validate
- Ask questions
- Resist the urge to fix or give advice
- Explore options together
- Take care of yourself and find your own support

Resources

- Employee Assistance Programs (EAPs)
- Substance Abuse and Mental Health Services Administration (SAMHSA)
- Mental Health Access Line in Massachusetts
- American Psychiatric Association Foundation's Center for Workplace Mental Health
- National Alliance on Mental Illness (NAMI)
- Mental Health First Aid
- Crisis line

Mental pain is no less dramatic than physical pain, but it is more common and also more hard to bear. The frequent attempt to conceal mental pain increase the burden: It is easier to say “My tooth is aching” than to say “My heart is broken”.

C.S. Lewis