

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



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 Positively Impacts Mental Health by Boosting...



Self-Esteem



Well-Being



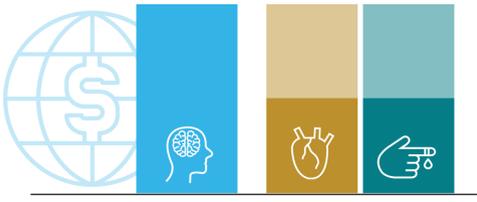
Social Connectedness



Recovery

BUSINESS IMPACTS

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



62% of missed work days attributed to mental health

57% say mental health conditions cause a lack of focus

45% say mental health conditions lower productivity

WORKPLACE MENTAL HEALTH PROGRAMS

Top Concerns Employers Aim to Address



stigma



in-network providers availability

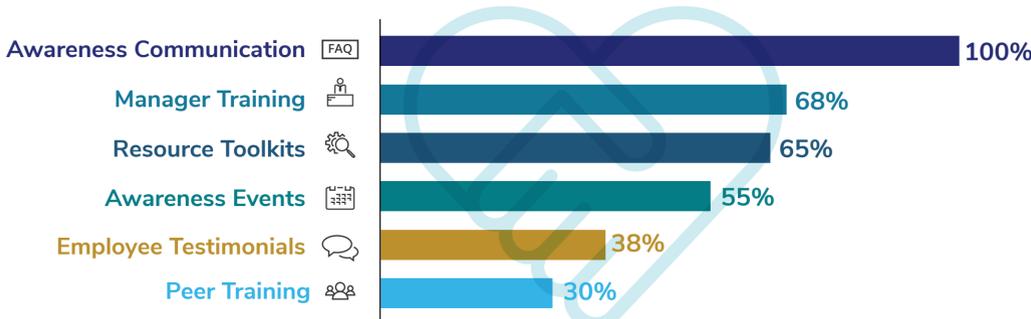


access to low cost, high quality behavioral health providers



undiagnosed/untreated depression

Top Components of Mental Health Awareness Campaigns



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...



their employer was supportive



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



Don't Say

“It could be worse”
 “Just deal with it”
 “Everyone feels that way sometimes”
 “We’ve all been there”
 “You’ve got to pull yourself together”



Do Say

“Thank you for telling me”
 “Can I do something to help?”
 I’m sorry to hear that. It must be tough.
 “I’m here for you”
 “I can’t imagine what you’re going through”

CALL TO ACTION

Mental health is everyone’s issue. Employers must embrace **holistic well-being** and make mental health matter as much as physical health.

Offer a variety of mental and emotional health supports, such as resilience trainings, 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

Train managers to identify issues and refer employees to appropriate resources

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 even sleep

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

Sources:
 Unum, Strong Minds at Work, 2019.
 National Business Group on Health, 2019 Large Employers' Health Care Strategy and Plan Design Survey, 2019.
 National Business Group on Health, Mental Health Strategy and Anti-Stigma Campaign Quick Survey, 2019.
 National Alliance for Mental Health Minnesota, "Make It OK." Presentation at: Well-being and Workforce Strategy Institute Meeting; February 2019; Washington, DC.
 National Institute of Mental Health, Mental Illness, 2019.
 ONE MIND at Work, The Business Care, 2019.
 Optum and National Business Group on Health, Workplace well-being and the employee experience, 2019.

Acknowledgement

The Business Group gives a special thanks to Unum, One Mind at Work, Optum and NAMI Minnesota for the contributions provided by their team of subject matter experts in the development of this resource.



This is a product of the Business Group's Well-being & Workforce Strategy Institute and Leave Optimization Forum.

© 2020 Business Group on Health