

Focus On Mental Health Bolsters Workplace Wellness



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Our Approach



Agenda

- Whole person health
- Creating a culture of workplace support and proactive engagement
- Successes, challenges and ambitions of others

What is “Wellness”?

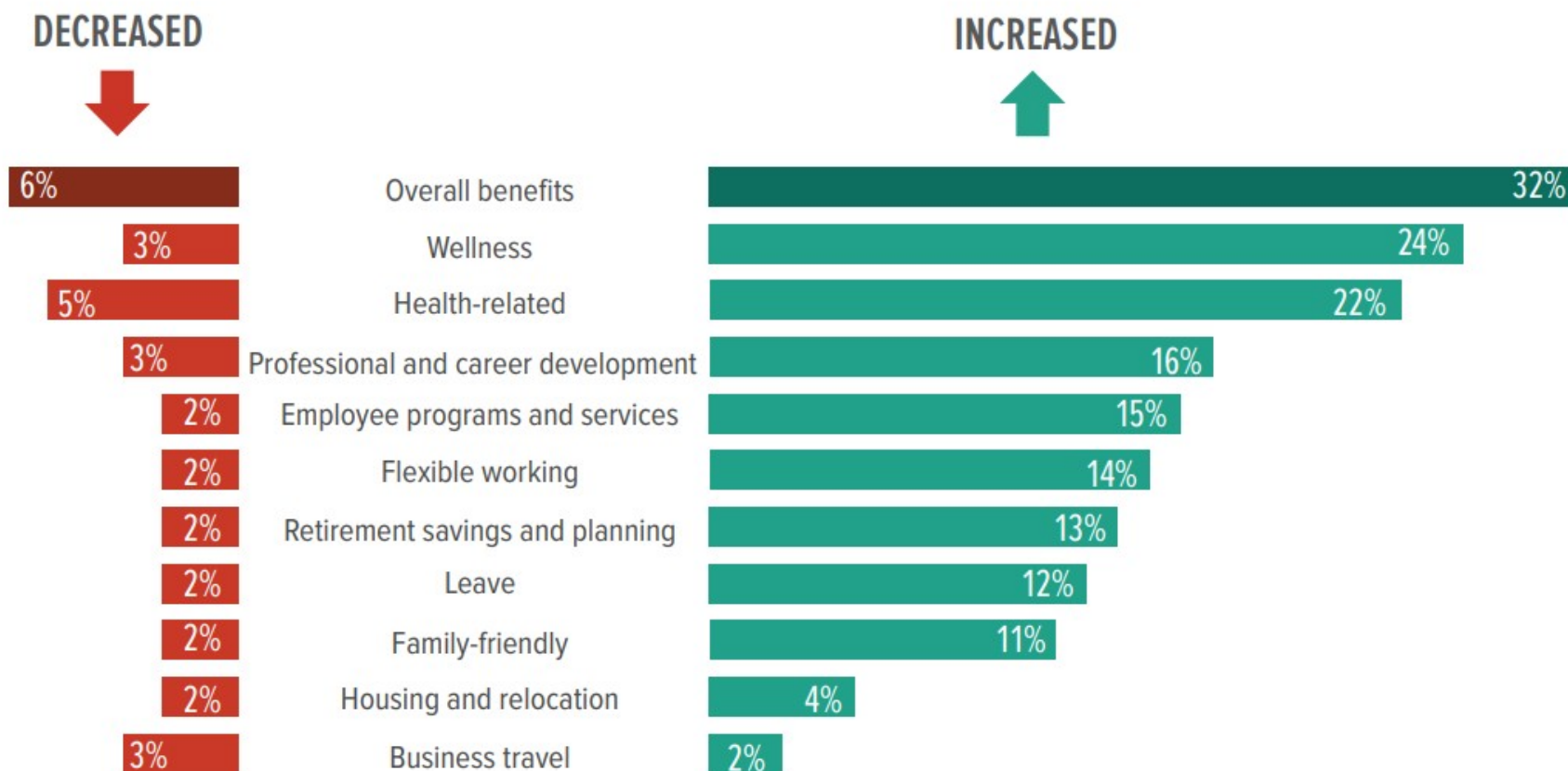


A Holistic Strategy



The five essential elements of well-being for most people,
as outlined in the book, *Well Being: The Five Essential Elements*,
by Tom Rath and Jim Harter.

Wellness Benefit Trends



Note: n = 1,318-2,591. Respondents who answered "N/A, did not offer in the past 12 months" or "not sure" were excluded from this analysis. Percentages do not total 100% due to multiple response options.
Source: 2017 Employee Benefits (SHRM)

Source: SHRM2017 Employee Benefits: Remaining Competitive in a Challenging Talent Marketplace

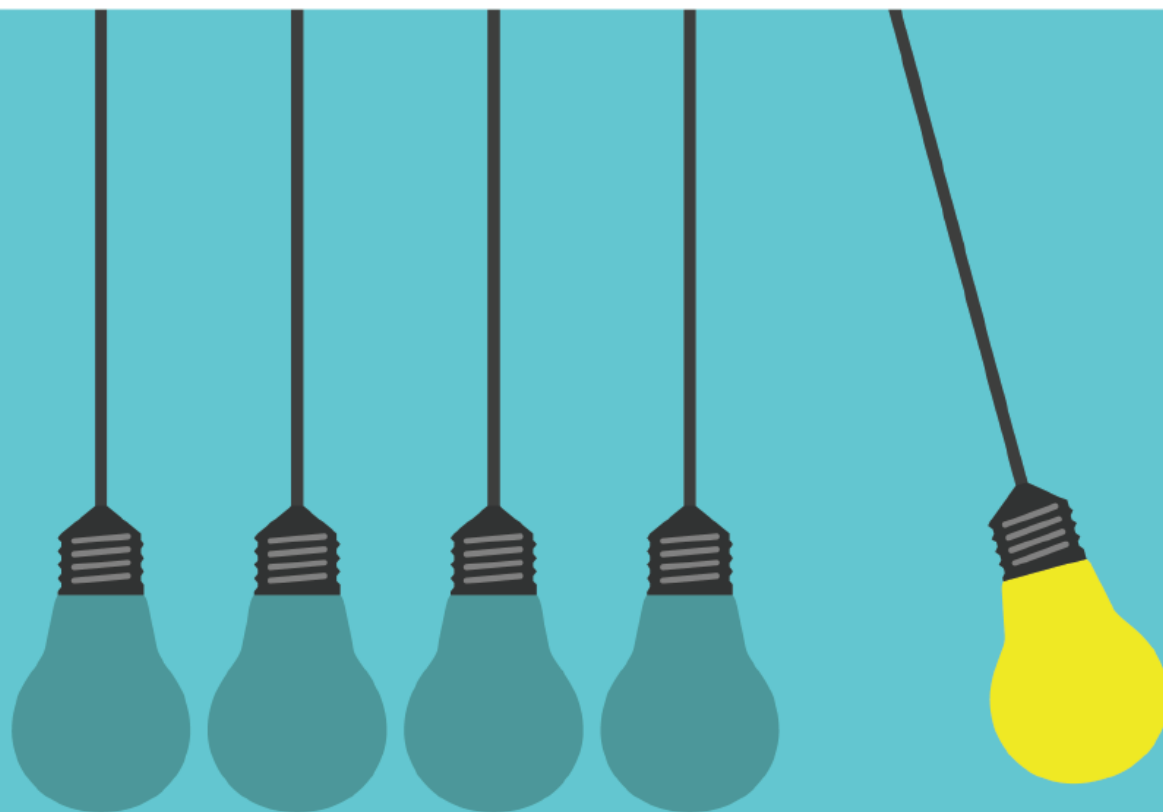
Wellness Benefit Trends

- Financial Advice and Health Savings Account (HSA)
- Casual Dress
- Telecommuting
- Shift Flexibility
- Standing Desks
- Wellness Resources and Information



Source: SHRM2017 Employee Benefits: Remaining Competitive in a Challenging Talent Marketplace

Mental Health at Work



1 in 5 adults experience a mental illness

Mental Health at Work



1st

DEPRESSION
IS THE LEADING CAUSE
OF DISABILITY WORLDWIDE

Mental Health at Work



MENTAL HEALTH ACCOUNTS FOR

30%

OF CORPORATE EXPENSE.



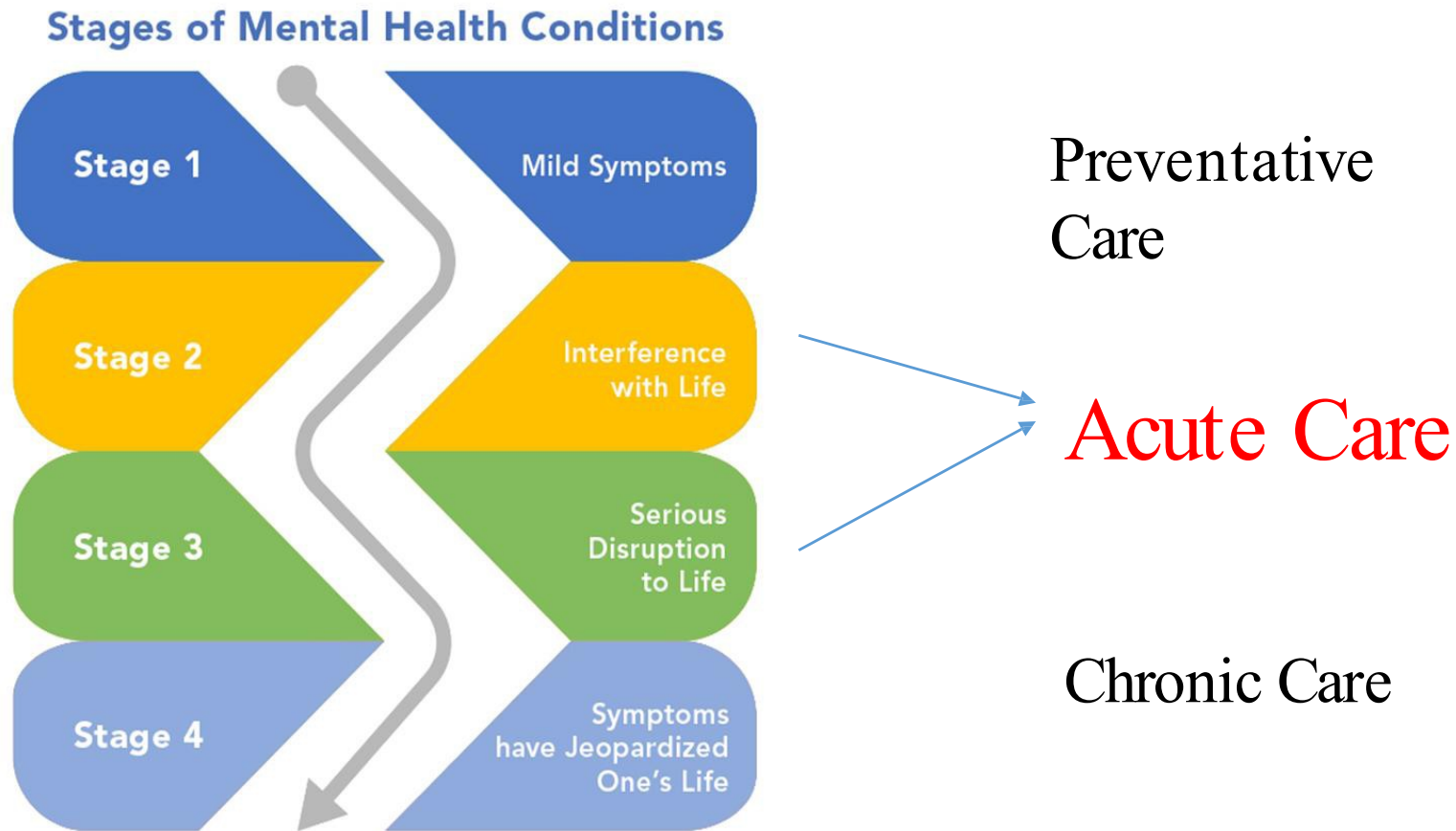
\$105 BILLION

MENTAL ILLNESS
COST EMPLOYERS
\$105 BILLION
EACH YEAR

Why is this Hard?



The Traditional Role of EAP



Innovative EAP Solutions

- Promotional, awareness and anti-stigma campaigns in concert with wellness programs to encourage use of EAP.
- Training and self-care tools.
- Validated brief screening tools for mental health and addiction issues for early problem identification.

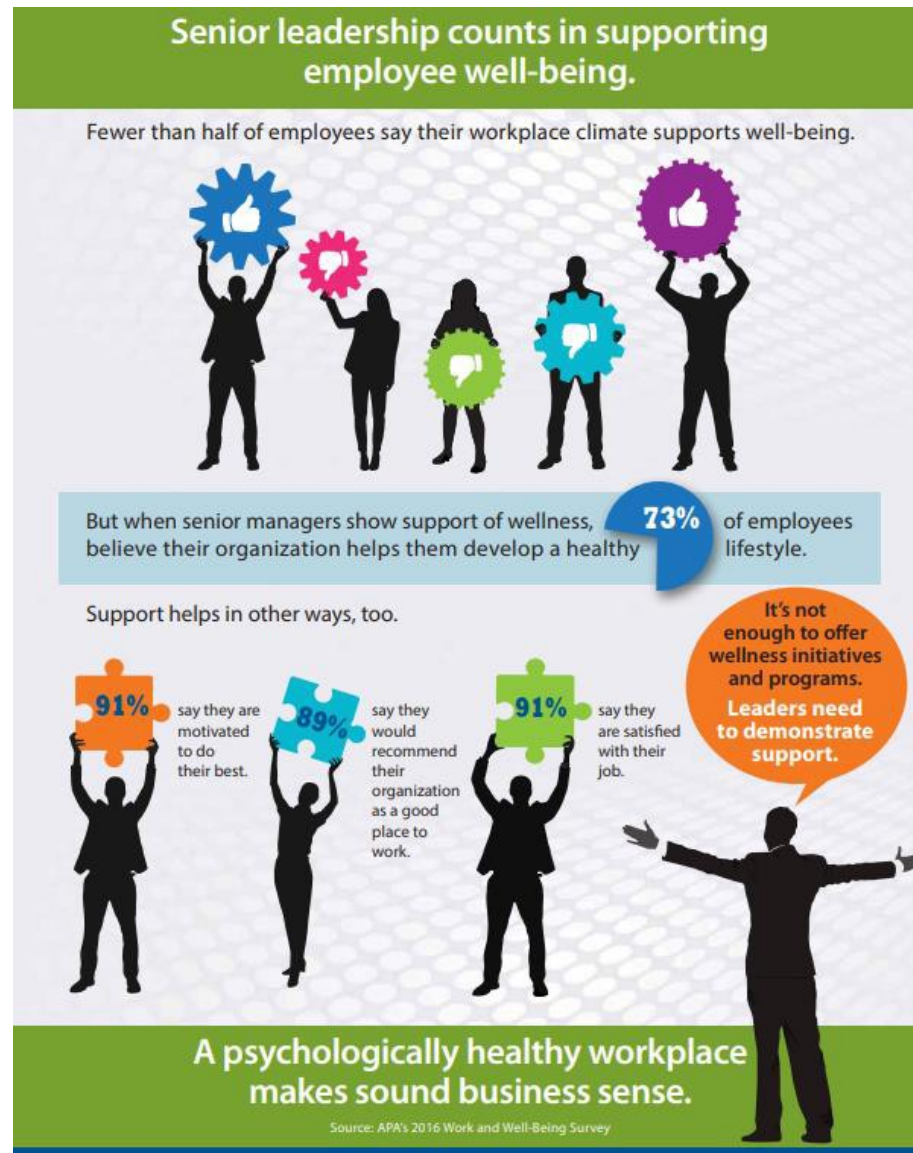


Source: *Integration Insights, EAP Partnerships Across Health Care Cost Segments*. Dr. Mark Attridge; Attridge Consulting, Inc. 2015

Keys to Success

- The Role of Leaders
- Workplace Culture
- Empower Employees
- Assessing and Addressing Risk

The Role of Leaders



Source: APA Work and Wellbeing Survey 2016

Supporting Leaders

- What to say to employees
- How to support employees at work
- How to manage impacted team members
- Accommodations and managing transitions

Decline in mental health disability costs and reduction in disability duration.

Source: *Mental Health Awareness Training (MHAT): The Development and Evaluation of an Intervention for Workplace Leaders*. Jennifer K. Dimoff, E. Kevin Kelloway, and Matthew D. Burnstein, International Journal of Stress Management; July 6, 2015.
<http://dx.doi.org/10.1037/a0039479>

Workplace Culture

- Utilize employee engagement strategies
- Steer toward learning
- Invest in life skills
- Promote adaptive coping



Adaptive Coping

- Stress Management
- Healthy Relationships
- Conflict Resolution
- Financial Management
- Healthy Sleep
- Resiliency Training
- Anger Management



Common Organizational Challenges

- Stigma around Mental Health
- “Invisible Illness”
- Concerns about privacy
- Demands on Time and Resources
- Difficulty with Momentum
- Geographic Dispersion



Make it Meaningful

- One size does not fit all
- The business case
- Do not reinvent the wheel
- Maximize existing benefits



Tackle Stigma



MYTH

Mental illness is a sign of weakness.



TRUTH

A mental illness is not caused by personal weakness – nor can it be cured by positive thinking or willpower. Proper treatment is needed.

MYTH

People with a mental illness will never get better.



TRUTH

People diagnosed with mental illnesses can get better. Proper treatment enables people with mental illness to lead active, productive lives. Help is available!

MYTH

“Mental illness can’t affect me!”



TRUTH

Mental illnesses do not discriminate – they can affect anyone. One in five Americans have experienced a mental health issue.

MYTH

People with mental health problems can snap out of it if they try hard enough.



TRUTH

Mental health problems have nothing to do with being lazy or weak and many people need help to get better.

Empower Employees

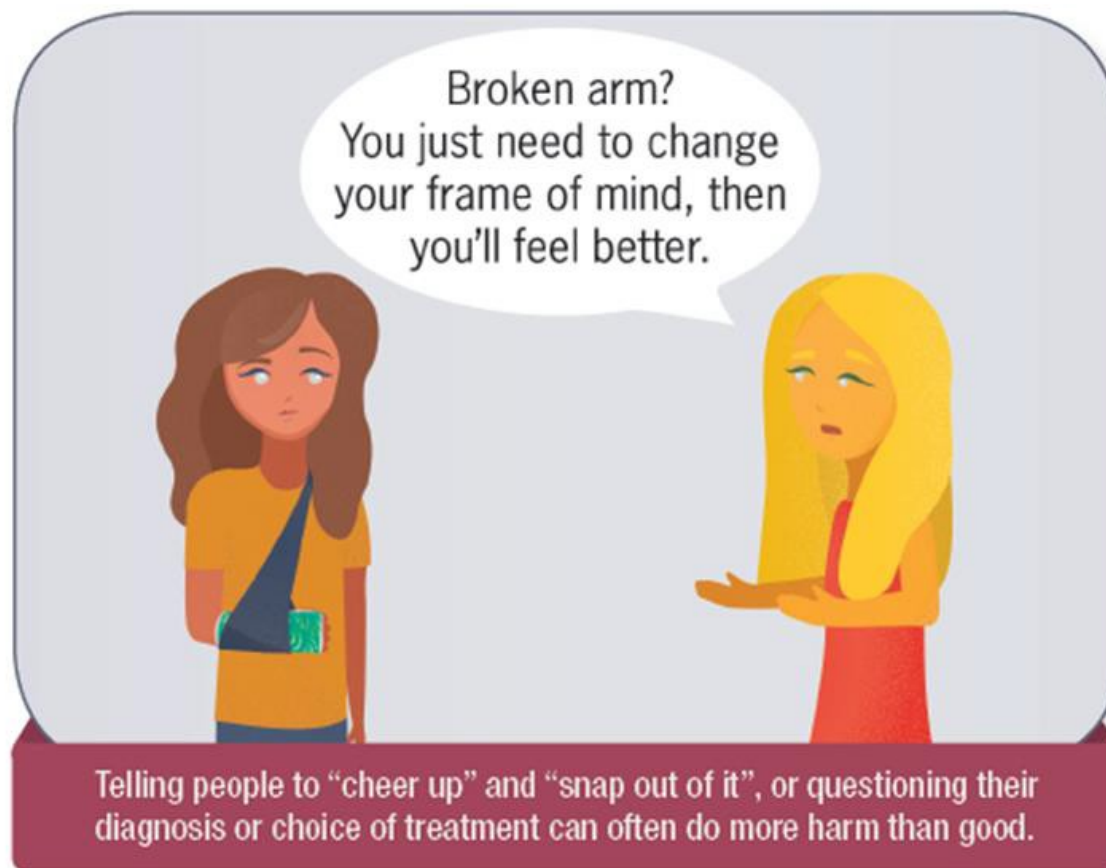


“If it’s mentionable, it’s manageable”

-Fred Rogers

Mental Illness isn't a Choice

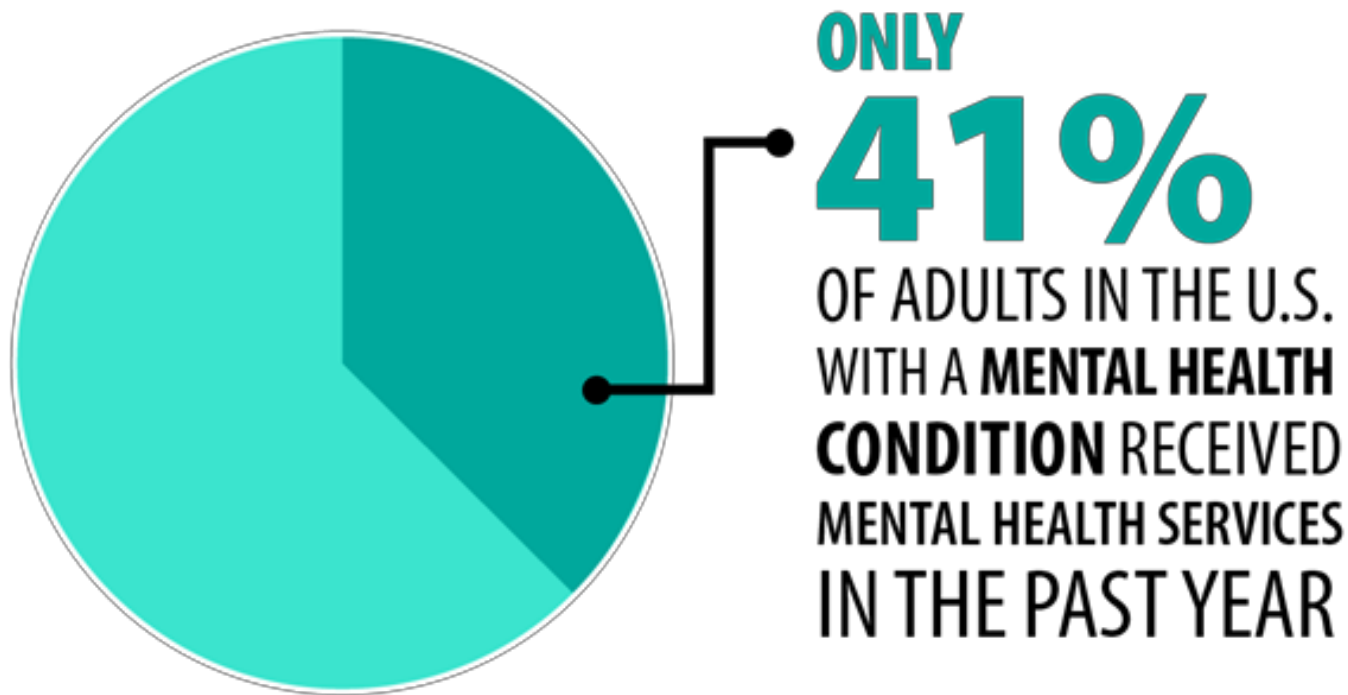
What If We Treated It Like Physical Health?



Reduce Barriers to Getting Help

- Fear effect on job or being perceived as weak
- Feel embarrassed
- Concerned about confidentiality
- Do not think issues are treatable
- Concern about treatment cost

Communicate Mental Health Care Options





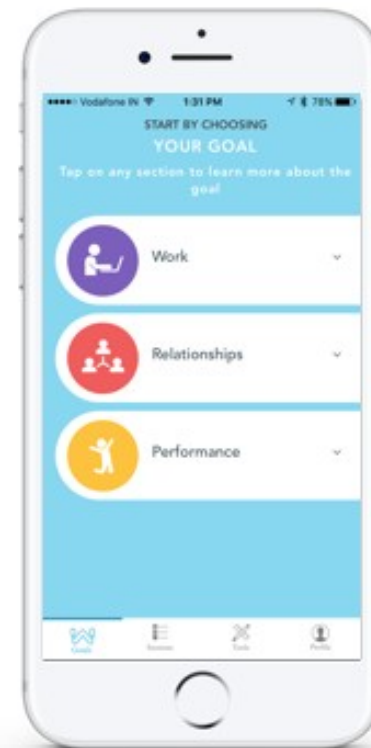
10 Years

The average time a person
dealing with depression
waits before seeking treatment.

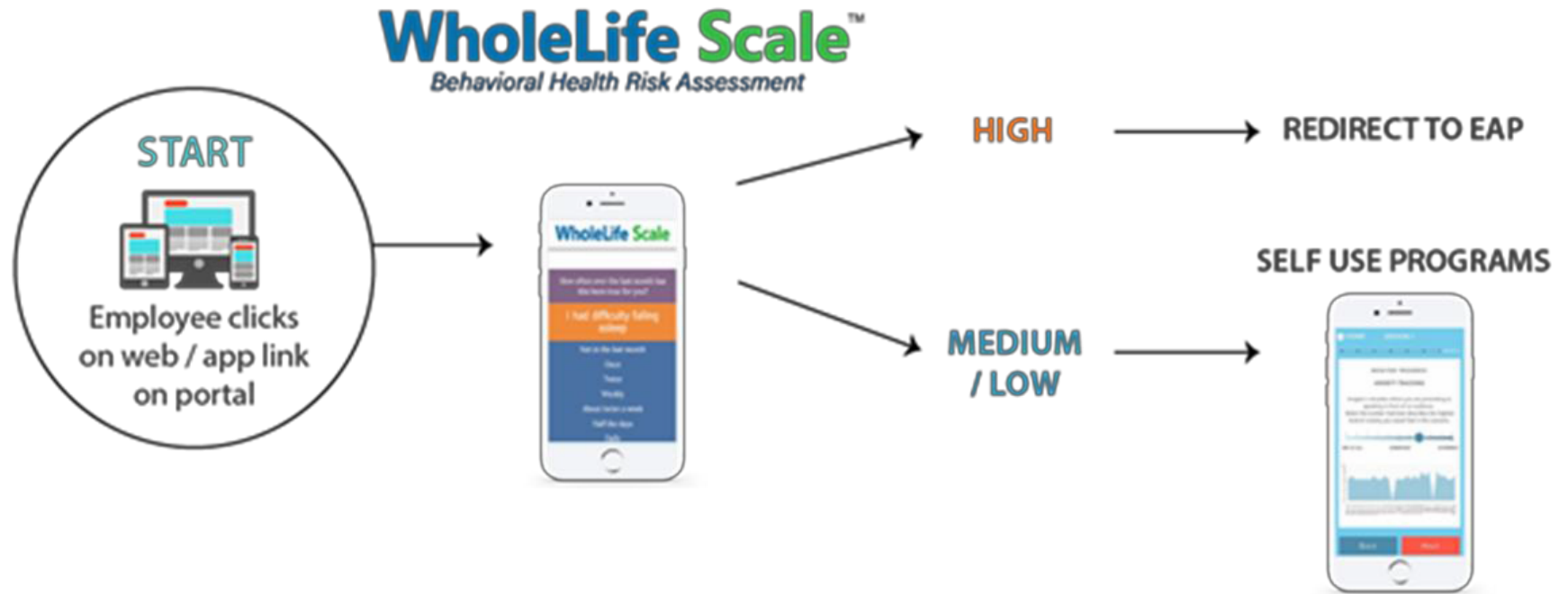
Many times people don't realize the symptoms
they are experiencing are actually mental health concerns.
Or they don't know how or where to get help.

Digital EAP Solutions

- Customized interventions
- Provide autonomy
- Supplements traditional EAP services
- Offers valuable data



Assessing and Addressing Risk



WholeLife
Directions

JOURNEY TO THE BEST YOU

Customized Interventions

WholeLife Scale

<

How often over the last month has been true for you?

28%

I had difficulty falling asleep

Not in the last month

Once

Twice

Weekly

About twice a week

Half the days

Daily

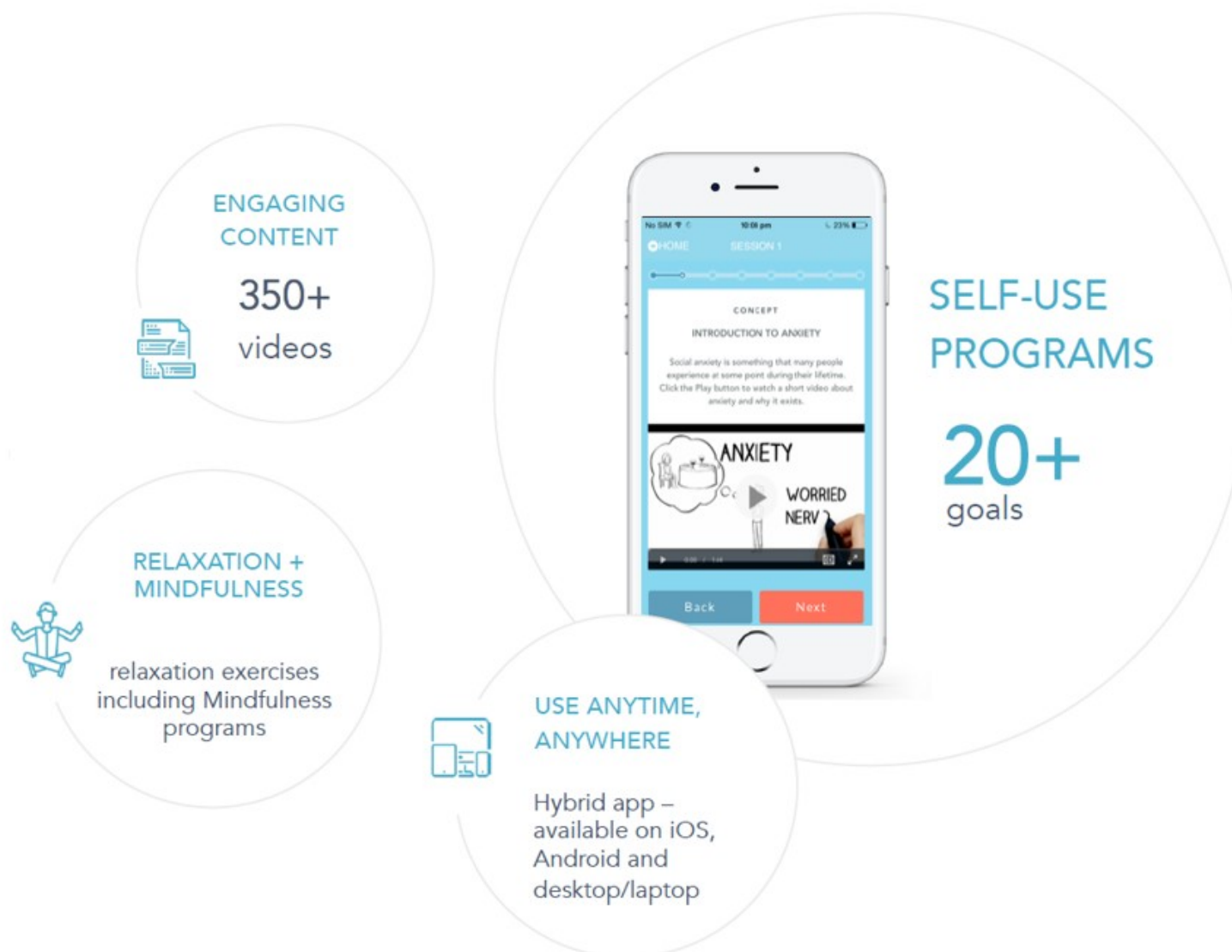
CONTINUE

WholeLife Scale

< Results Log out

Anger	HIGH
Anxiety	HIGH
Depression	HIGH
Post Traumatic Stress	MEDIUM
Relationship Conflict	MEDIUM
Sleep	MEDIUM
Stress	LOW
Substance Use	LOW
Work Engagement	LOW

Provides Autonomy



Evidence Based Tools

wayForward

An Evidence Based Program
Emphasizing Principles of

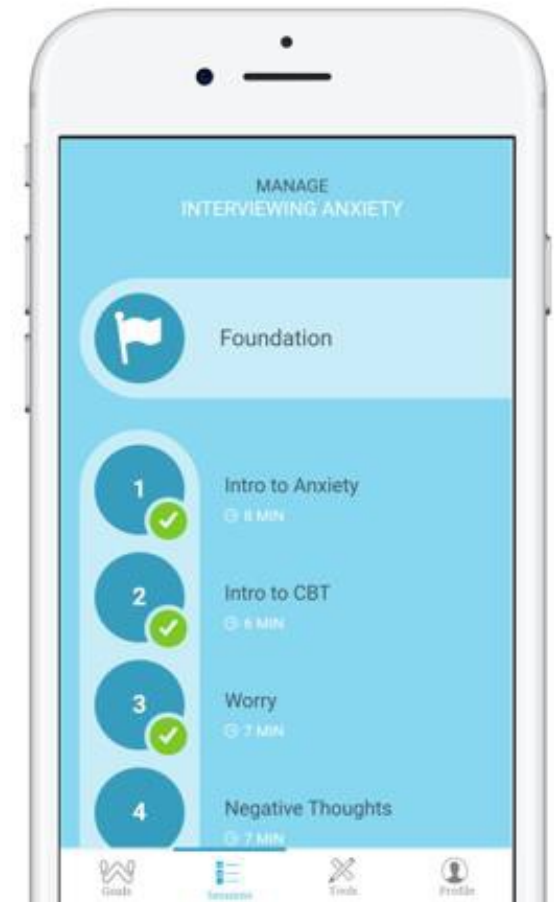
**Cognitive Behavioral
Therapy,**

Mindfulness, Positive Psychology, and
Resiliency Training

DIGITAL
CONTENT



STRUCTURED
PROGRAM



Effective Solution



Cognitive Behavioral Therapy proven to be effective in treating:

82%

of patients with
Social Anxiety
Disorder

77%

of patients with
Panic Disorder

51-87%

of patients with
Depression

Sources: Leichsenring (2001), Siev et. Al. (2008), Andrews (2011), Stott et all (2013),

Internet CBT(iCBT) and Mobile CBT (mCBT) are Effective



Study shows iCBT as effective as in-person therapy



Twice as many people showed improvement after iCBT compared to TAU



mCBT shown as effective as iCBT

Executive Reporting



JOURNEY TO THE BEST YOU

USERS

All

Search

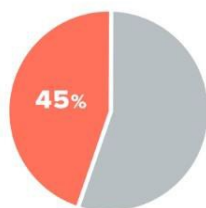
OVERVIEW

WHOLELIFE SCALE

GOALS

APP USE

DEMOGRAPHICS

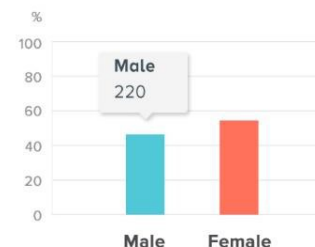


SCREENED

480

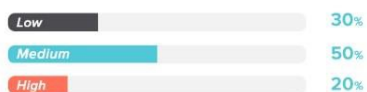
TOTAL POPULATION

1061



DOMAIN SUMMARY- SCREENED

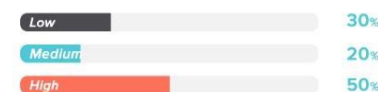
ANGER



ANXIETY



DEPRESSION



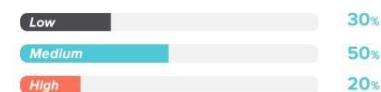
POST TRAUMATIC STRESS



RELATIONSHIP



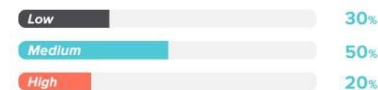
SLEEP



STRESS



SUBSTANCE USE



WORK ENGAGEMENT



Executive Reporting



JOURNEY TO THE BEST YOU

USERS

All

Search

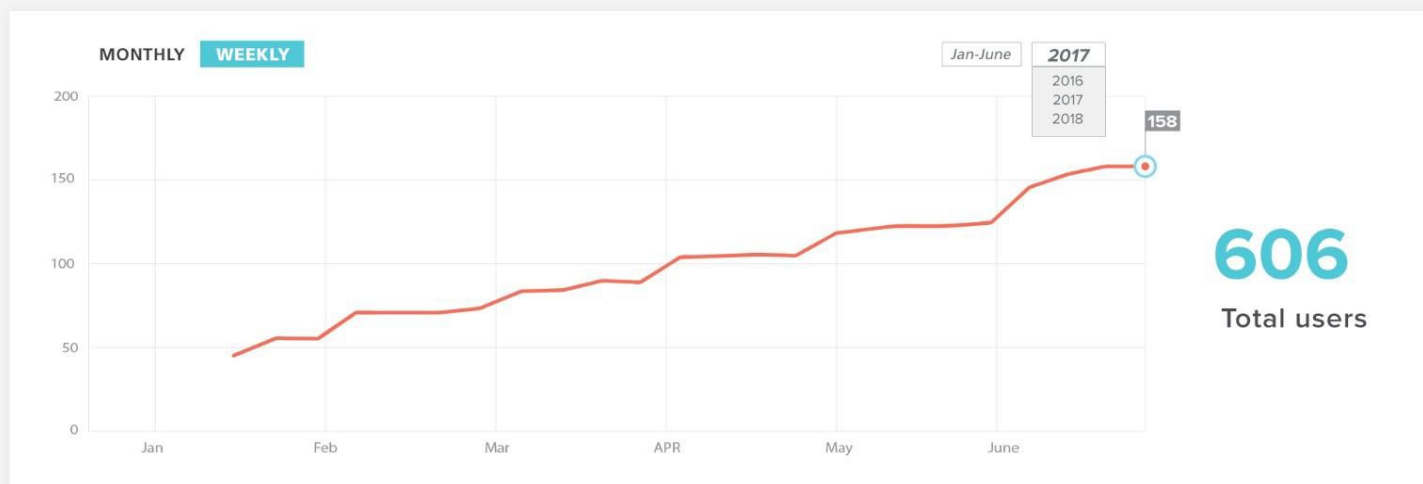
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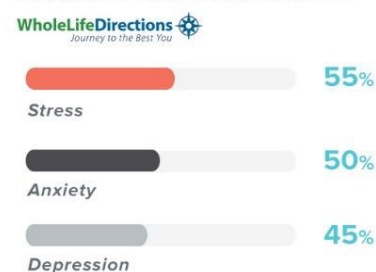


UTILIZATION

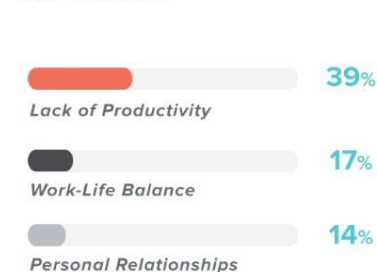
SESSIONS



DOMAINS WITH HIGH RESULTS

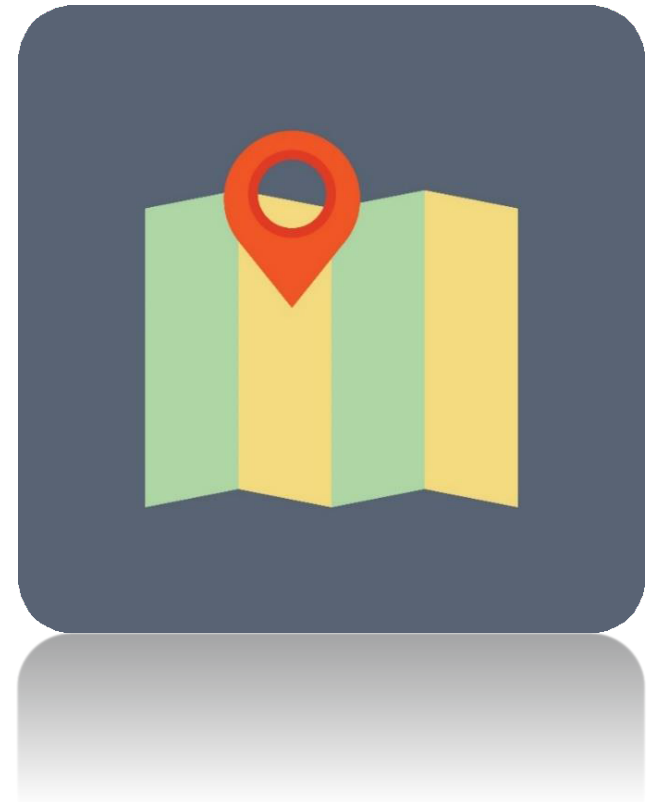


TOP 3 GOALS



Implementation Considerations

- Cultural dynamics
- Leadership support
- Barriers to access
- Participation incentivized
- Emphasize privacy/confidentiality



Looking to the Future

- Is there a particular issue in the population that you are concerned about?
- What are you doing now? What's working?
- What are your goals moving forward?
- What are the barriers or concerns to implementing mental health into the overall safety strategy?

Questions?



Thank you!

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WholeLife
Directions

JOURNEY TO THE BEST YOU