



McGohan Brabender

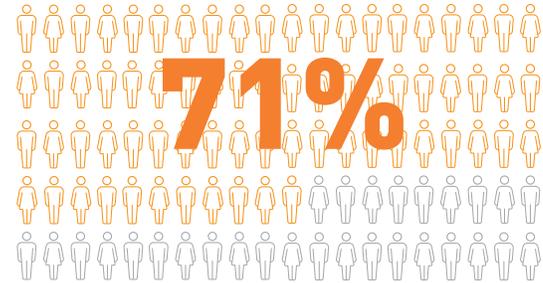


MB MENTAL HEALTH IN THE WORKPLACE RESOURCE GUIDE

BY THE END OF 2021, MANY AMERICAN ADULTS FOUND THEMSELVES IN THE WORST MENTAL STATE IN YEARS. ACCORDING TO THE US CENSUS BUREAU'S HOUSEHOLD PULSE SURVEY, 47% OF ADULTS REPORTED SYMPTOMS OF ANXIETY, 39% REPORTED SYMPTOMS OF DEPRESSION, AND 1 IN 5 ADULTS DISCLOSED SUFFERING FROM A MENTAL ILLNESS. DESPITE THIS, IT IS ESTIMATED THAT LESS THAN HALF OF AMERICANS WITH A MENTAL DISORDER GET ADEQUATE TREATMENT.



ADULTS HAVE EXPERIENCED A MENTAL ILLNESS
(Nami.org)



OF EMPLOYEES SAY HAVING THE RIGHT SUPPORT FOR MENTAL WELLBEING AT WORK IS AND WILL BE IMPORTANT TO THEM NOW AND IN THE FUTURE
(The Adecco Group)



OF EMPLOYEES' MENTAL HEALTH CONDITIONS ARE UNDIAGNOSED OR UNTREATED
(Journal of Clinical Psychiatry)



OF THOSE EMPLOYEES FEEL UNCOMFORTABLE DISCUSSING THEIR MENTAL HEALTH ISSUES WITH MANAGEMENT
(Capita)

MENTAL HEALTH CRISIS SOLUTIONS

POINT SOLUTIONS (SELF-GUIDED)

A point solution is any tool or software that aims to address a specific issue and service that a vendor provides within your benefits program. Typically, it's offered by a new, innovative company that is looking to fill a gap in the healthcare system. Personalized digital programs based on cognitive behavioral therapy for addressing mental health are increasing in popularity via point solutions. As people look for ways to not only survive, but also thrive, in our "new normal," demand for such point solutions will likely continue to increase. Apps like Calm, Talkspace, Headspace, Moodfit and Sanvello are examples.

PRESENTATIONS: IN-PERSON OR VIRTUAL

Presentations are essentially about education and getting your message to resonate with your audience. There are four types of Presentations: Informative, Instructional, Arousing and Persuasive. In-person presenting is the traditional manner in which both the presenter and the audience are present in the same location. Virtual Presentations, where the host and audience attend the presentation remotely, are becoming the most common. MB works with several local vendors that can provide education and presentations to your leadership team, middle management and/or employees.

AI AND COACHING

AI is seen as a novel tool in the planning of mental health services, as well as in identifying and monitoring mental health problems in individuals and populations. AI-driven tools can use digitized health-care data – available in a range of formats including electronic health records, medical images and hand-written clinical notes – to automate tasks, support clinicians and deepen understanding of the causes of complex disorders. In conclusion, combining both healthcare professionals' expertise with AI tools has exciting future implications for mental health. Mental health challenges currently affect 1 in 7 people globally, and thus improving access to resources and advancements in treatment are vital to maintaining health, both mentally and physically. AI is poised to fill a gap in the area of mental health and increase access conveniently, cost effectively, and efficiently.

DIGITAL & VIDEO COUNSELING / TRADITIONAL THERAPY

Traditional counseling typically takes the form of talk therapy and offers a proven way to treat and provide support for emotional distress including Trauma, Depression and Anxiety. Online counseling, like traditional counseling that takes place in person, is a mental health service that is provided through online mediums such as mobile apps, video conferences, text messages, email, or any platform where a conversation can occur virtually. Video therapy, also called video-based therapy, is an internet-based form of blended mental health care. Using video conferencing technology, practitioners deliver therapeutic treatments and psychological interventions in real-time to patients, allowing them to offer mental health care despite geographical distance. Vendor Examples include but are not limited to: CuraLinc, Cleveland Clinic, Tava Health, Spring Health, Teladoc and Modern Health.

POINT SOLUTIONS

VENDOR NAME	INVESTMENT	SOLUTION IMPACT	IMPLEMENTATION TIMELINE	EMPLOYER ADMINISTRATION
Calm	\$	☑	2-4 weeks	Low
Headspace For Work	\$	☑	2-4 weeks	Medium/High
Sanvello	\$	☑☑	4 weeks	Medium/High
Talk Space	\$\$	☑☑	4 - 8 weeks	Medium/High

PRESENTATIONS – IN PERSON OR VIRTUAL

VENDOR NAME	INVESTMENT	SOLUTION IMPACT	IMPLEMENTATION TIMELINE	EMPLOYER ADMINISTRATION
HealthWorks	\$	☑	3 - 4 weeks	Low
Mount Carmel	\$	☑	4 weeks	Low
TriHealth	\$	☑	3 - 4 weeks	Low

AI AND COACHING

VENDOR NAME	INVESTMENT	SOLUTION IMPACT	IMPLEMENTATION TIMELINE	EMPLOYER ADMINISTRATION
Headspace/Ginger	\$\$\$	☑☑☑	8 weeks	Medium
Joyages	\$\$	☑	4 weeks	Low
Noom Mood	\$\$	☑☑	6 - 8 weeks	Low
Wysa	\$\$	☑☑	4 - 6 weeks	Low

DIGITAL & VIDEO COUNSELING / TRADITIONAL COUNSELING

VENDOR NAME	INVESTMENT	SOLUTION IMPACT	IMPLEMENTATION TIMELINE	EMPLOYER ADMINISTRATION	WAITING ROOM
Curalink	\$\$\$	☑☑☑	8 weeks	Medium	🕒🕒
Modern Health	\$\$\$\$	☑☑☑☑	6 weeks	Medium	🕒
Spring Health	\$\$\$\$	☑☑☑☑	8 weeks	Medium	🕒
Teladoc/MyStrength	\$\$\$	☑☑☑	8 weeks	Medium	🕒🕒🕒

MENTAL HEALTH FIRST AID AT WORK

WHY MENTAL HEALTH FIRST AID AT WORK?

Mental Health First Aid (MHFA) at Work teaches employees how to identify, understand and respond to signs and symptoms of mental health and substance use challenges encountered in the workplace.

WHAT IT COVERS

- Noticing signs and symptoms of substance use and mental health challenges.
- Navigating conversations about mental health or substance use concerns.
- Knowing that recovery is possible – and how to support it.
- Tackling mental health stigma in the workplace.
- Principles of safety and privacy.
- Building resilience and strategies to alleviate burnout.
- Reinforcing relevant Employee Resource Groups, employee benefits and HR initiatives.

WHO SHOULD TAKE IT

- Human resources and benefits partners.
- Senior leaders and front-line managers.
- Clinical and wellness staff.
- All employees dedicated to employee engagement, team building and resilience.

**TO BRING MHFA AT WORK TO YOUR ORGANIZATION,
VISIT [MHFA.ORG](https://www.mhfa.org) OR EMAIL MHFAatWork@thenationalcouncil.org**

Sources:

Substance Abuse and Mental Health Services Administration (SAMHSA). (2014, August 7). 10.8 Million Full-Time Workers Have a Substance Use Disorder. The NSDUH Report. <https://www.samhsa.gov/data/report/108-millionfull-time-workers-have-substance-use-disorder-2008-2012-nsduh>

Greenwood, K., Bapat, V., Maughan, M. (2019, November 22). Research: People want their employers to talk about mental health. Harvard Business Review. <https://hbr.org/2019/10/research-people-want-their-employers-to-talk-aboutmental-health>

Coe, E., Cordina, J., Enomoto, K., Seshan, N. (2021, July 23). Overcoming stigma: three strategies toward better mental health in the workplace. McKinsey Quarterly. <https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/overcoming-stigma-three-strategies-toward-bettermental-health-in-the-workplace>



PROUD TO BE EMPLOYEE-OWNED

EMPLOYEE BENEFITS CONSULTING

COMPLIANCE

HEALTH RISK MANAGEMENT