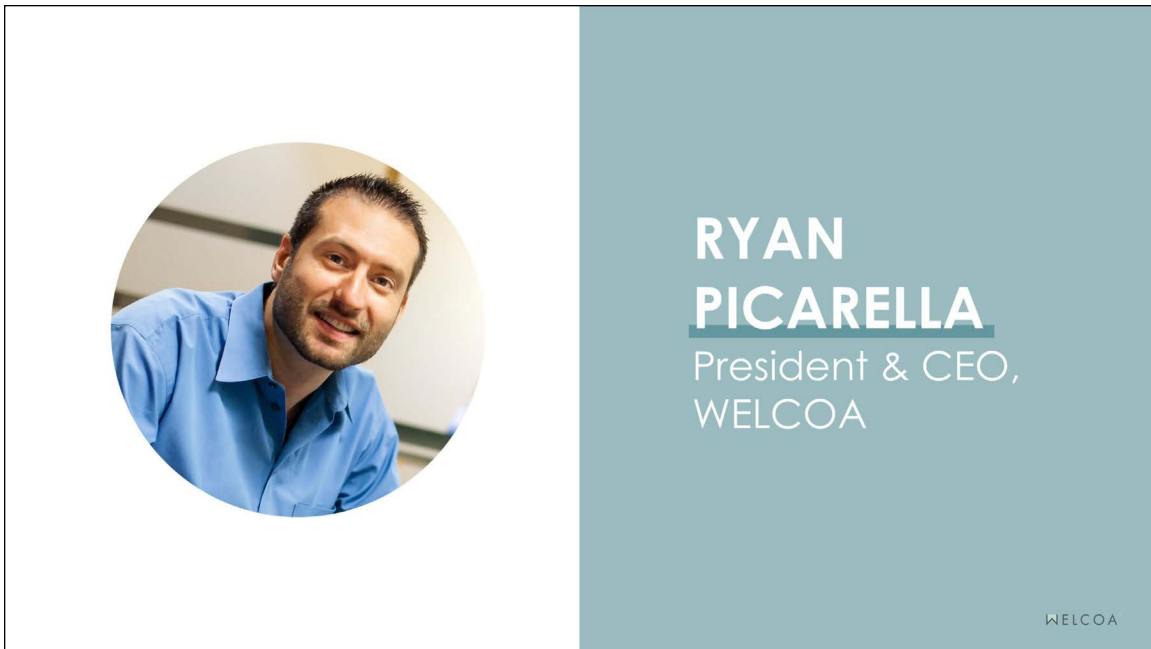


PPN Webinar – Mental Wellbeing in the Workplace: Effectively Assessing & Improving Mental Health

Hazel Wheldon • President & Chief Operating Officer, Multi-Health System



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A WELCOA PREMIER PROVIDER NETWORK WEBINAR WITH



Mental Wellbeing in the Workplace
Effectively Assessing & Improving Mental Health

WELCOA

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A WELCOA PREMIER PROVIDER NETWORK WEBINAR WITH



HAZEL WHELDON
President and Chief Operating Officer
Multi-Health System

WELCOA*

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<h2>Mental Wellbeing in the Workplace</h2> <p>MindQ</p>	<h2>Effectively Assessing & Improving Mental Health</h2> <p><small>This presentation is solely for Multi-Health Systems' (MHS) approved use. No part of it may be circulated, quoted or reproduced for distribution outside of MHS without prior written approval of MHS.</small></p>
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<h2>Today's Agenda</h2> <p><small>© 2018 Multi-Health Systems</small></p>	<ol style="list-style-type: none">1. Overview of the current mental health landscape2. Introduction to MindQ3. Utilizing assessments to improve mental wellbeing4. How to outperform standard approaches to mental health resources5. Keys to a successful mental wellness program
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Mental Wellbeing: Impacting employers

Depression has an overall economic burden of **\$210 billion** annually in the United States.

Half of these costs are attributed to employers, totaling **\$105 billion** annually in lost productivity.

77% of that lost productivity stems from presenteeism.

Source: Journal of Clinical Psychiatry
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By the Numbers

Total Cost of Depression

The chart is a vertical bar divided into two sections. The top section is a darker shade of green and is bracketed on the right with the text 'Lost productivity stemming from presenteeism'. The bottom section is a lighter shade of green and is bracketed on the left with the text 'Costs attributed to employers'. The bar is set against a background of horizontal grid lines.

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There's good

80% of individuals with clinical depression can be successfully treated with early recognition, intervention, and support.

Source: Journal of Clinical Psychiatry
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...but also bad

85% of employees' mental health conditions are undiagnosed or untreated.

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By the Numbers

For every dollar spent on helping employees tackle depression,

\$\$\$\$

Employers spend over **2x** the amount on workplace expenses related to depression co-morbidities.

\$\$\$\$
\$\$\$\$

Clinical depression impacts about 6-7% of employees, although the National Institutes of Health suggests that 1 in 4 adults in North America suffer diagnosable mental health disorders in a given year.

Sources: Journal of Clinical Psychiatry, National Institutes of Health
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What does all of this data tell us?

We've got effective treatments, but we can't find the individuals who need it.

While depression is a necessary place to start, we need to zoom further out to effectively improve mental wellbeing.

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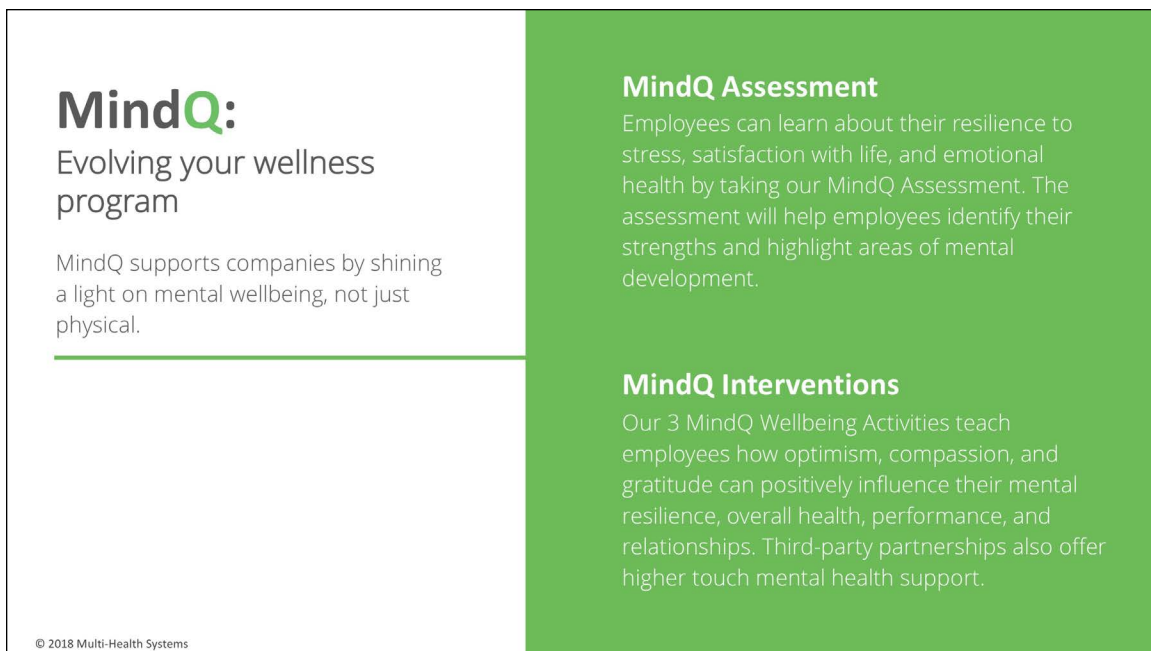


56%

The American Psychological Association reports that over half of all employees don't feel employers are providing adequate resources for mental wellbeing.

Source: American Psychological Association
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MindQ:

Evolving your wellness program

MindQ supports companies by shining a light on mental wellbeing, not just physical.

MindQ Assessment

Employees can learn about their resilience to stress, satisfaction with life, and emotional health by taking our MindQ Assessment. The assessment will help employees identify their strengths and highlight areas of mental development.

MindQ Interventions

Our 3 MindQ Wellbeing Activities teach employees how optimism, compassion, and gratitude can positively influence their mental resilience, overall health, performance, and relationships. Third-party partnerships also offer higher touch mental health support.

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MindQ Areas of Wellbeing:

Wellness companies can now assess mental wellbeing factors that impact health and workplace effectiveness

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⊕ Emotional Health
Identifies and stratifies potential emotional health risks for anxiety and depression

⊕ Resilience
Creates stress coping profiles by evaluating participant responses and behaviors towards stress

⊕ Life Satisfaction
Measures wellbeing areas of personal fulfillment, job satisfaction, and financial wellbeing

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MindQ Advantage:

Delivering a symptomatic assessment instead of a diagnostic one

Standard HRAs	MindQ Assessment
<p>Most standard health risk assessments (HRAs) ask very simple, diagnostic focused questions regarding mental health:</p> <p>"Do you feel depressed?"</p> <p>"Do you take any medication for depression?"</p> <p>"In the past 2 weeks, how would you rate your overall mood?"</p>	<p>MindQ takes a symptomatic approach to identify nuanced mental health statuses across six categories:</p> <p>"I find it easy to make other people laugh."</p> <p>"My supervisor often asks me what I think about something."</p> <p>"I often have difficulty making up my mind about things."</p>

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MindQ Assessment: Mental wellbeing powered by R&D

All MHS assessments are rigorously tested to ensure they meet four key criteria crucial to ensuring efficacy and accuracy



 VALID	 RELIABLE	 FAIR	 NORMED
Assessment measures what it's supposed to measure. Must be confident respondents are being correctly classified when taking the assessment.	Assessment measures the same thing each and every time. Must be sure any change in scores is due predominantly to change over time in the variable of interest (rather than to random error).	Assessment does not discriminate against protected groups. Scores should not be impacted by gender, race, disability status, etc.	Assessment has been normed on demographically representative groups. Respondents' scores are compared to an appropriate and representative norm group.

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MindQ Participant Report Snippet:

Life Satisfaction

Financial Well-Being

POOR FAIR GOOD

Job Satisfaction

✓

POOR FAIR GOOD

Personal Fulfillment

POOR FAIR GOOD

It appears that you enjoy a high level of job satisfaction as well as a sense of confidence in your personal talents and potential. You do, however, report that your financial situation is not where you would like it to be at this time. Certainly, money worries can be very stressful. The good news is that there are steps that you can take to improve your financial well-being.

STRATEGIES FOR ACTION

- Get control of your finances. There are many good books and online resources available. A financial planner or debt counselor can be helpful.
- Set S.M.A.R.T. (Specific, Measurable, Achievable, Realistic, Time sensitive) goals for personal development. Then take action. If you fall down, get right back up and keep at it.
- Take advantage of financial and life counseling resources offered by your employer.

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MindQ Reports:

Participant Report

Employees receive a personalized report describing their mental wellbeing status for each mental health measure (e.g. job satisfaction, stress coping, etc.).

Coach Report

Wellness coaches are provided a report guiding them through each section of the participant report and the meaning behind the statuses.

Company Report

Companies can review the mental wellbeing of their population through MindQ's aggregate report. The data can be viewed by gender, age range, and custom company segments.

The MindQ assessment supports employees in learning about their mental wellbeing. But identification of strengths and development needs are not enough. Companies must also be able to help people learn how to become happier and more mentally resilient.

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MindQ Algorithm:

Identify and connect users to your wellness services



While interventions for mental wellbeing can be extremely effective, many individuals are not being addressed because they are not properly identified.

MindQ effectively identifies and stratifies users by mental wellbeing and passes that information to your wellness platform.

You can use an individual's mental wellbeing flags to direct users to specific interventions within your wellness program.



- Personal Coaching
- Self-Learning Courses
- Webinars
- Activity/Tracker Challenges

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Keys to Addressing Mental Health in the Workplace

1

Know the lay of
the land



Easily integrate

2

Match each person
to the right level of
intervention



Data-driven and
individualized support

3

Generate organizational
awareness of mental health
and wellbeing



Engage and support
the full spectrum

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MindQ Benefits to Employers:

Screening for mental wellbeing can positively impact
employees and workplaces



**Build a Culture
of Wellbeing**

Inspire employee
engagement by creating
an environment of holistic
wellbeing



**Identify At-Risk
Employees**

Properly identify and
assess wellbeing areas in
employees that impact
health and workplace
effectiveness



**Encourage Robust
Interventions**

Provide effective and
appropriate resources and
interventions to employees
in need



**Measure Impact
on Wellbeing**

Over time, calculate the
impact of education and
interventions on
employee wellbeing to
inform program and
benefits design

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To Recap

1. Mental health is an issue for individuals and workplaces
2. We must identify the invisible population
3. How you assess your population is key
4. Offering a variety of support options is ideal

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