

THE IMPORTANCE OF SOUND MENTAL HEALTH



According to the American Psychiatric Association¹, nearly one in five (19 percent) U.S. adults experience some form of mental illness in a given year, and the Mental Health Center² reports that there are 10 types of mental health disorders that affect both men and women. Those disorders include depression, anxiety, ADHD, insomnia, addiction and substance abuse, bipolar disorder, schizophrenia, PTSD, eating disorders, and borderline personality disorder. Whether employees openly communicate their struggles or not, many of them may have experienced some sort of mental health challenges during the pandemic.

61% of workers said their mental health affected their productivity³

61%

Employers Can Help

Creating a workplace environment that recognizes and promotes the importance of positive mental health and self-care is one of the most important things an employer can do to improve their organization. When it comes to mental health, taking time for self-care is also important for one's well-being. Very Well Mind says there are 5 Self-Care Practices for Every Area of Your Life. Physical self-care, social self-care, mental self-care, spiritual self-care, and emotional self-care. Practicing self-care isn't selfish or greedy. It's a good way to stay healthy!

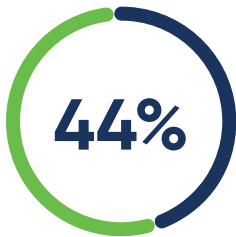
Strategies For Employers

- Ask employees what they are struggling with in the workplace
- Ensure that mental health resources are easily accessible for workers
- Remind workers about the mental health resources that are available
- Create a work culture and environment that fosters positive mental health



6 in 10
employees
identify work
as a significant
source of stress⁴





44% of employees with access to mental health benefits are less likely to leave their job as compared to 20% of those without access⁵

Employees increasingly expect their employers to play a key role in helping them understand and access behavioral health resources. Offering an expanded portfolio of voluntary benefits that address mental health can add value to a client’s benefit package—at no cost to employers. And the additional protection may help provide employees with peace of mind against the financial impact of a serious mental health condition. Across every industry, field, and background, employers have an incredible opportunity. Help your clients make mental health support a top priority for their workforce.



93% of employers say behavioral health is a priority over next 3 years⁶



¹<https://www.psychiatry.org/patients-families/what-is-mental-illness> – American Psychiatric Association

²<https://www.mentalhealthctr.com/types-of-mental-health-disorders/> – Mental Health Center

³<https://www.mindsharepartners.org/mentalhealthatworkreport?lightbox=datattem-jvn3nck6>. – Mind Share Partners; Mental Health at Work

⁴<https://www.apa.org/news/press/releases/stress/2019/stress-america-2019.pdf>

⁵<https://www.mercer.com/content/dam/mercer/attachments/global/gl-2021-health-on-demand-infographic.pdf>

⁶<https://www.wtwco.com/en-US/Insights/2021/02/2021-emerging-from-the-pandemic-survey> – wtw; 2021 Emerging From the Pandemic Survey

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