



Stress, Mental Health, and Depression in the Workplace

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Media are interested in the interplay between mental health and workplace wellness

- There continues to be heightened media and public interest in stories covering mental illness and how society grapples with the subject.
- Advocates are increasingly calling for the government to take steps to improve mental health care; however, the media continues to report the gridlock in Congress.
- Recent media coverage has highlighted corporate America's current efforts in addressing mental illness in the workplace as an innovative solution to improving workplace wellness.

Behavioral Health challenges impact millions and the need for solutions is profound



60 M

people in the U.S.
have a diagnosed
mental health issue

8.4M

people in the U.S. care
for a loved one with a
mental illness

1 in 5

adults in the U.S.
experience a mental illness
and 1 in 25 adults live with a
serious mental illness

23.5M

people in the U.S. need
treatment for an illicit drug
or alcohol abuse problem



\$300B

cost to employers for
stress-related health care
and missed work

\$193B

earnings lost each year due
to serious mental illness

46.9%

loss of productivity
dollars each year due to
major depression

Personal challenges can affect your employees' job performance, not to mention their health and overall well-being

4 out of 5

U.S. employees' **financial issues** impact their job performance resulting in increased stress, lack of focus, absenteeism and tardiness²

31%

U.S. employees have **difficulty managing work and family responsibilities**⁵

59%

Americans living with at least one chronic health condition

68%

employees in the U.S. **lose sleep worrying about adequate childcare**⁶

23.5M

people in the U.S. need treatment for an **illicit drug or alcohol abuse problem**⁸

77%

regularly experience **physical symptoms due to stress**; while 73% experience psychological symptoms caused by stress⁴

60M

people in the U.S. have a diagnosed **mental health issue**¹

6 in 10

Caregivers report having to make a **workplace accommodation** as a result of caregiving

See last slide for references.

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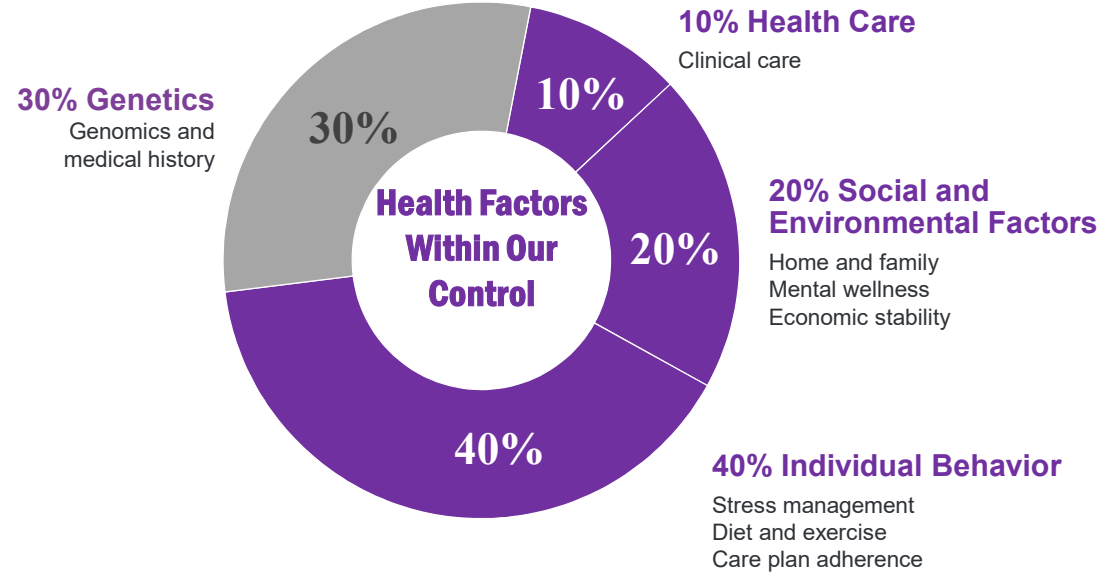
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70%
can be
addressed ¹

¹ Kaiser Foundation: "Beyond Health Care:
The Role of Social Determinants in
Promoting Health and Health Equity" 2015.

The right solution must account for total health



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The Stress Effect

Stress is a significant underlying cause of most modifiable diseases, including cardiac, obesity and diabetes



**This is the practical
reality of the
behavioral health
care experience.**



Getting care
can be difficult,
overwhelming
and isolating



Caregivers
are not
incorporated
into solution-
finding and
recovery



The system
can be
complicated
and
unfamiliar



Lack of
understanding
of mental
health and
social
determinants
on overall well-
being



Stigma
attached to
mental
illness and
addiction



Difficult to
identify
quality
providers



Technology is
underutilized

Truth about Mental Health Stigma

Most people want to support someone with a mental health problem but don't know how. Maybe they're held back by stigma. Perhaps they're afraid of saying the wrong thing.

Often managers and supervisors report lack in confidence in their :

Ability to respond to someone with a mental health challenge

Ability to recognize and correct misconceptions about mental health and mental illness

Understanding of the warning signs of suicide

Impacting the work environment

How EAP can help support your organization



Manager and Supervisor Support

Team of experienced management consultants

Consult on workplace concerns, employee performance challenges, addressing work environment

Assist in maximizing employee performance by managing job performance referrals



On-Site Support

Skilled, experienced trainers

Effective, relevant, and engaging training sessions to address organizational and team effectiveness, health and well-being, and individual skill building

On-site counseling services – clinical or Work Life

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Organization Support

Policy consultation and development

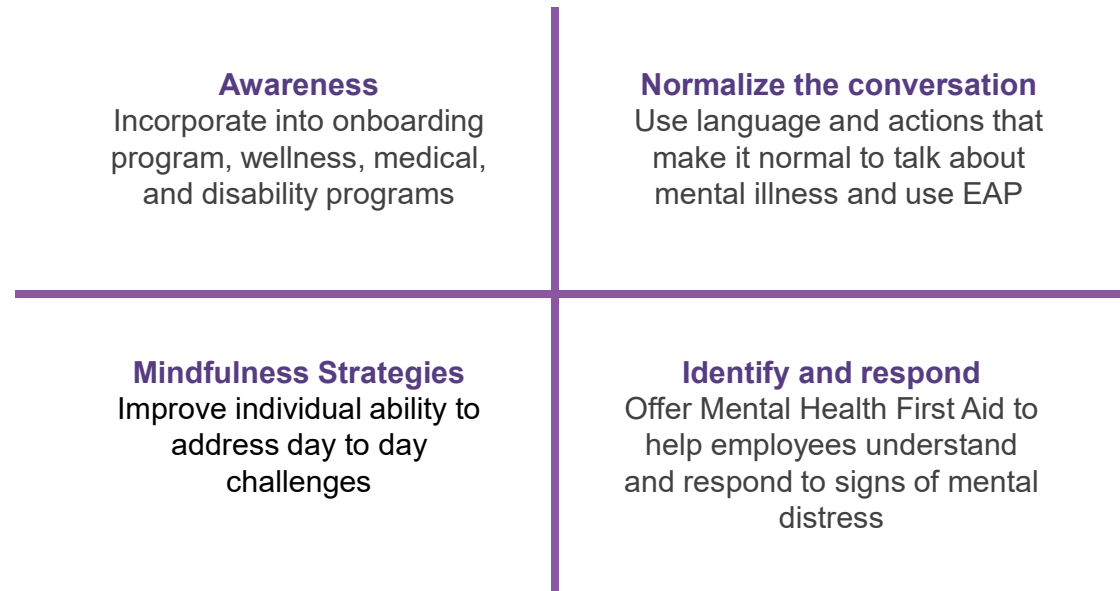
Organizational planning and forecasting

Threat of violence support

Crisis intervention

Proactively impacting emotional health

Employers can identify partners that help to identify and offer solutions that build resilience and strong emotional well-being



Stigma and Discrimination in Healthcare

Studies show that Healthcare Professionals view individuals with Mental Illness more negatively than positively typically characterizing them as:

- Dangerous
- Unpredictable
- Manipulative
- Lacking Willpower

Stigma and Discrimination in Healthcare

- Nurses and Emergency Room personnel report experiencing fear when treating this population
- People who self-harm reported feeling punished by Emergency Room professionals and judged harshly by nurses

Stigma and Discrimination in Healthcare

- Individuals with Mental Illness report dissatisfaction with treatment options and the often visible and dangerous side effects of medication
- Individuals with Substance Abuse problems were found to be more highly stigmatized than those with other mental disorders with notably higher stigma directed at those with drug addiction



Stigma and Discrimination in Healthcare

- Presentism
 - Employees continue working while they are ill because they are **AFRAID** to take time off
- More than 65% of employees feel **SCARED** or **EMBARRASSED** to speak to their employer about mental health concerns

Mental Health in the Workplace

More than 1/3 of male employees reported feeling **WORRIED** or **LOW** but stated their close friends and relatives were unaware of their mental health concerns

Mental Health as a Career

- There are two (2) primary reasons why people choose to work in the Mental Health Field --
 - An overwhelming desire to care for those in need
 - Personal or “Lived Experience”

Mental Health as a Career

- Most Mental Health workers can site an example of Lived Experience that heavily influenced their decision to enter the Mental Health Field; however, . . .
- Lived Experience can be a barrier rather than an advantage

Compassion Fatigue

- A state experienced by those helping people in distress
- An extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper

Compassion Fatigue

- When caregivers focus on others without practicing self-care, destructive behaviors can surface such as:
 - Apathy
 - Isolation
 - Bottled up emotions
 - Substance abuse

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Self-Care Strategies

➤ *DEVELOP A PLAN AND STICK TO IT !!!*

○ Follow a Healthy Lifestyle

- Eat a Healthy Diet and Consume Alcohol in Moderation

○ Make Wellness Part of Your Daily Routine

- Set Aside Some “Me” Time and Don’t Forget to Exercise

Self-Care Strategies

➤ Connect With Friends and Family

- Maintain POSITIVE Relationships and Social Networks – At Work Connect with a Supportive Colleague or Mentor

➤ Schedule Annual Checkups and Health Screenings

➤ Seek Support from a Support Group or Mental Health Care Professional

What Can Employers Do?

Prioritize emotional health and wellbeing!

- Increase awareness of mental health problems and the impacts of “Distress”
- Understand the signs and symptoms of a mental health issue
- Develop skills to support a person with a mental illness
- Know what benefits and resources you might have available for your employees
- Know the workplace policies and workplace incident response processes
- Promoting a psychologically healthy workplace





Never believe that a few caring people can't change the world. For, indeed, that's all who ever have.

-Margaret Mead, Anthropologist

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Thank you

References

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<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/employees-financial-issues-affect-their-job-performance.aspx>

³ <https://www.usnews.com/opinion/blogs/policy-dose/articles/2016-03-01/mental-health-caregivers-are-essential-and-endangered>

⁴ Statistic Brain Research Institute, American Institute of Stress, NY. <http://www.statisticbrain.com/stress-statistics/>. Date research was conducted: May 18, 2017.

⁵ Statistic Brain Research Institute, American Institute of Stress, NY. <http://www.statisticbrain.com/stress-statistics/>. Date research was conducted: May 18, 2017.

⁶ MetLife's 15th Annual U.S. Employee Benefit Trends Study. Work Redefined: A New Age of Benefits. 2017.

⁷ Working Well Toolkit: Leading a Mentally Healthy Business, American Psychiatric Association. June 2016.

⁸ <https://www.drugabuse.gov/publications/drugfacts/treatment-statistics>

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