#### Welcome

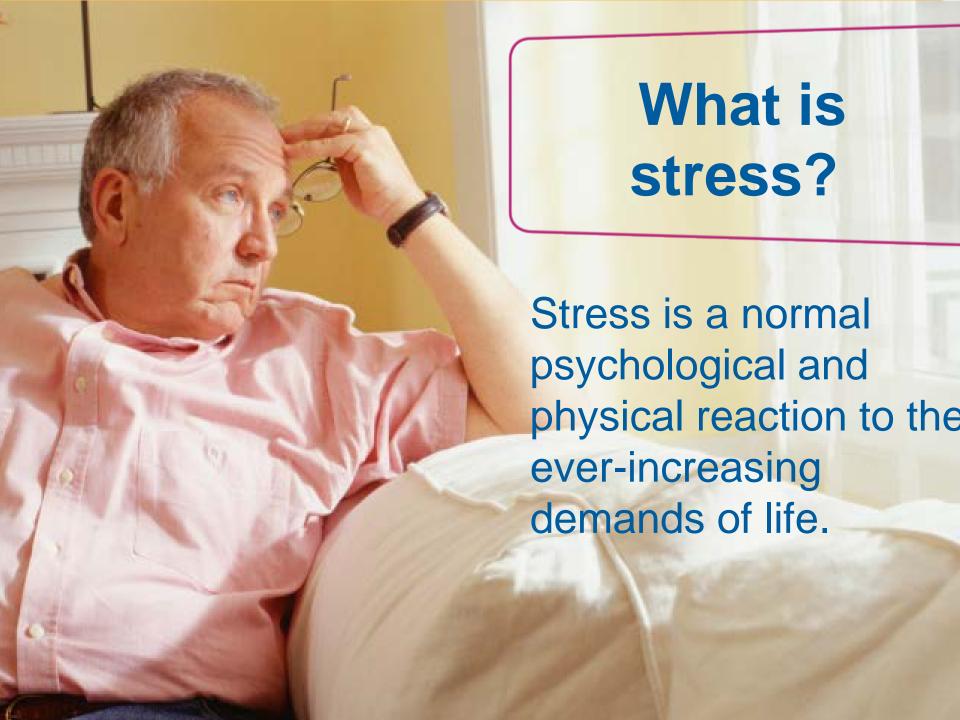
#### Today's presentation will begin shortly.

- In order to hear the audio for this presentation, please turn up your speakers.
- If you'd like to ask a question, please use the **Q&A area** of the console.
- A PDF of the presentation and other relevant resources are available in the *More Information* area of the console.
- To resize the presentation, just drag the lower right corner of the slide area.
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## When they're down and out

Strategies to help employees work through stress and depression





## How stress affects the workplace

Stress has quickly risen to be the #1 workforce risk issue, above obesity and physical inactivity.<sup>1</sup>



1 in 3
employees
experience chronic
stress related to
work.1



78%
of U.S. employers
list stress as the
top workforce risk
factor.1



#### Where does stress start?

#### **Employment stress**

- Inadequate staffing
- Low pay or low pay increases
- Unclear or conflicting job expectations
- Organizational culture
- Lack of work/life balance

#### **Personal stress**

- Health issues
- Relationship problems
- Life changes
- Financial concerns
- Social issues
- Environmental
- Traumatic events

## **Early Warning Signs of Stress**

#### **Emotional**

 Apathy, anxiety, irritability, mental fatigue, overcompensation or denial

#### **Behavioral**

 Avoidance, extreme or addictive behavior, disregard for self, legal problems

## **Physical**

 Illness, exhaustion, self-medicating, ailments



## What is Depression?

- A combination of genetic, biological, environmental, and psychological factors.
- A real illness impacting the brain
- A serious condition
- Does not discriminate



# How depression affects the workplace

- In 2012 an estimated 43.7 million adults aged 18 or older (18.6% of the U.S. population) experienced a mental illness.<sup>1</sup>
- 70% of those diagnosed with depression are employed, resulting in 400 million lost workdays per year.<sup>2</sup>
- Depressed employees spend over \$3,000 more per year in medical services than employees without depression.<sup>2</sup>
- More than half of those depressed are not able to come to work.<sup>3</sup>



## **Symptoms of Depression**

#### Workplace

- Persistent sad and empty mood
- Feeling hopeless
- Loss of interest in ordinary activities
- Disturbances in eating and sleeping patterns; fatigue at work
- Irritability with co-workers
- Difficulty concentrating; missed deadlines; errors
- Thoughts of suicide

#### **Personal**

- Feelings of helplessness and hopelessness
- Loss of interest in daily activities
- Appetite or weight changes
- Sleep changes
- Anger or irritability
- Loss of Energy
- Self-loathing
- Reckless behavior
- Concentration problems
- Unexplained aches & pains



## Redefine the workplace experience

Provide a lifestyle aspect in your work environment, where people can take care of themselves.

- Wellness programs
- Healthier workplace
- Onsite services
- Support/Encouragement

There's a lot you can do in a workplace that will have a positive effect on employees' lives.



## Institute wellness in the workplace



## Wellness coaching

- Healthy lifestyle habits –
   sleep, exercise and nutrition
- Mindful meditation
- Therapeutic yoga

## Creating a healthier workplace

- Working remotely
- Creativity breaks
- Desk alternatives
- Set expectations



## Healthy Lifestyles\*:

Multiple-tiered program focusing on physical, social and emotional behaviors impacting members' total well-being

- Designed to improve health and performance, while lowering costs
- You can offer access to online programs only, or provide additional support through phone coaching and/or fully-funded fitness centers
- After completing a Well-Being Assessment, members receive a personalized Well-Being Plan with targeted tools and coaching to help them meet their health goals by assessing:
  - Tobacco use
  - Stress management
  - Depression

- Self Care
- Nutrition
- Medication Adherence





## **Employee Assistance Program\***

Resources to make a difference personally and professionally

With this simple and comprehensive program, **employees and their families can** receive help with a wide range of personal and work-related matters.





A strong basis for mental health

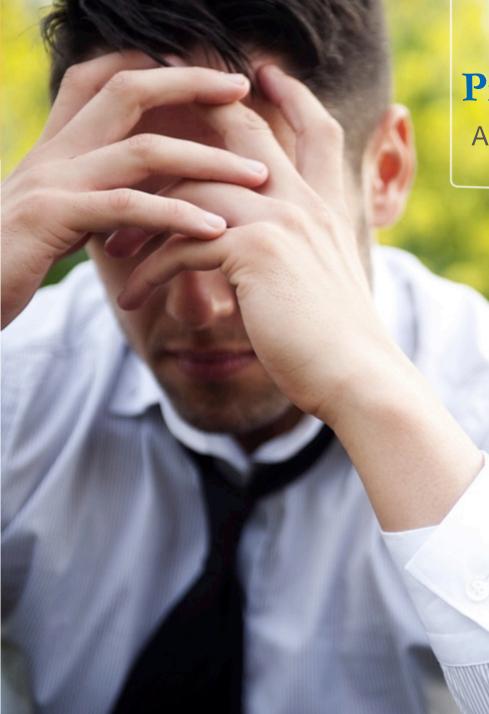
Our Core Behavioral Health Program provides a strong foundation from the first interaction through discharge—and beyond.

#### **Core Behavioral Health includes**

- Effective utilization management
- 170,000 behavioral health providers.

#### They add up to results

 Data has shown inpatient days and readmission rates have been reduced through our integrated behavioral health strategy



## Promote the behavioral health program

#### **Behavioral health benefits**

- Specific training for Medical and disease management staff
  - Emotional issues can affect recovery
- Call center staffed with customer service and clinical teams
  - Trained to identify stress and connect members to appropriate behavioral-health professionals.
- Behavioral health plans fully integrated with our health
  - That means operations, customer service, behavioral health managers and medical managers are all working together to give your employees the best possible care.



## **Additional Types of Help Available**

- 24/7 Nurseline
- Medical/Primary Care Physicians
- Psychotherapy/Counseling
- Community Mental Health Centers
- Family Service/Social Agencies
- Support Groups
- Education



Up to 80% of those treated for depression show an improvement in their symptoms generally within four to six weeks

#### Resources you can use

## **Time Well Spent**

- Employer webinar archive
- Tips and tools to build and implement wellness plans
- Member education and resources
- www.timewellspenthome.com

## **Special Offer discounts**

- LivingEasy stress management
- Weight Watchers & Jenny Craig
- Gym Memberships
  - GlobalFit
  - ChooseHealthy

#### 2015 "Wellness on the Run" Webinars

#### Join us for our remaining employer webinar

<u>September 23:</u> Building a culture of health –
 putting together a plan and reaping the rewards

Check out the webinar archive for recordings of past events

www.timewellspenthome.com/webinar

#### Q&A

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