

# THE IMPACT OF MENTAL HEALTH ON EMPLOYEE PRODUCTIVITY



## It's Time for a New Approach to Employee Mental Health

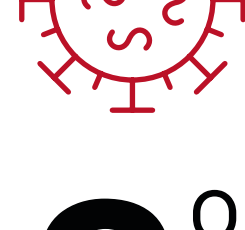
Mental health issues skyrocketed during the pandemic and continue to remain high compared to pre-pandemic levels.<sup>1</sup> While workplace stress can exacerbate the issues, there are things employers can do to help their employees *and* their bottom line.

### The Mental Health Impact



#### TOP STRESSORS

Poor communication and a lack of support/connection with colleagues or managers at work.<sup>2</sup>



**3%**

of Americans reporting anxiety and depression quadrupled during the pandemic.<sup>3</sup>



**85%**

of employees who say stress in the workplace has negatively affected their mental health.<sup>4</sup>

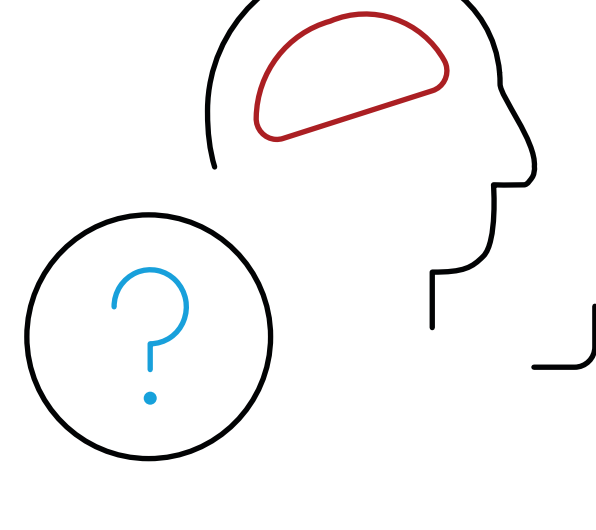


**34%**

of employees who say their employer talks openly about mental health.<sup>5</sup>

### OF THOUSANDS OF EMPLOYEES SURVEYED,

fewer than half said they were familiar with their company's mental health services.<sup>6</sup>



## How mental health affects productivity and an employer's bottom line



**35%**

Reduction in employee productivity due to unresolved depression.<sup>7</sup>



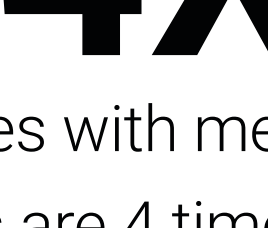
**\$10K+**

Cost of turnover and days lost per employee per year due to mental health distress.<sup>8</sup>



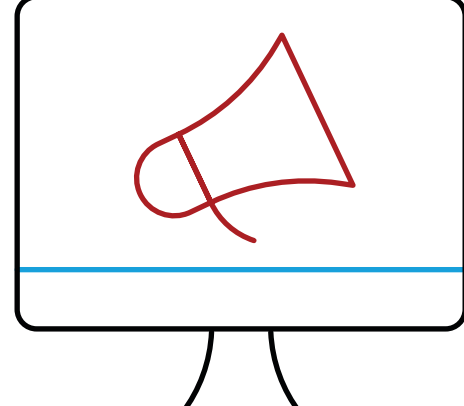
**\$15K**

Annual employer-incurred costs for every employee experiencing mental health issues.<sup>9</sup>



**4X**

Employees with mental health issues are 4 times more likely to have substance use disorders.<sup>10</sup>



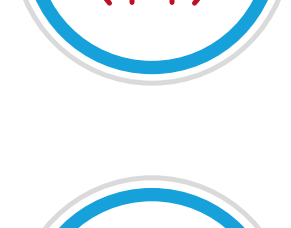
### ADVOCACY

Less than half of employees surveyed believed their company's leaders were advocates of mental health at work.<sup>11</sup>

## What employees say would improve mental health in the workplace<sup>12</sup>

- Mental health offerings tailored to the employee
- A supportive culture that embraces mental health care
- Better work-life balance with flexible work arrangements

## How Conifer's Personal Health Management program can help



**HOLISTIC APPROACH** to each member's physical and mental health needs



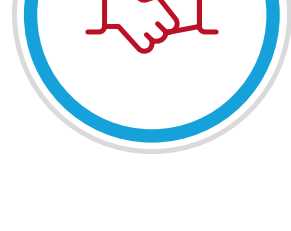
**DEPRESSION SCREENING** for every member engaged



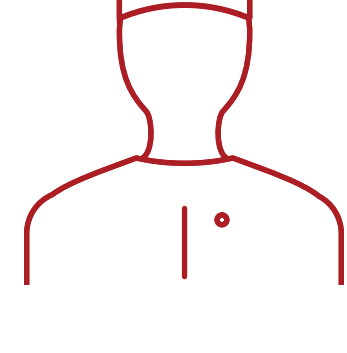
**CUSTOMIZED CARE PLAN** based on member's mental health outcomes assessment



Member advocate to **INCREASE ACCESS TO CARE**



Ensuring members receive **SUPPORT IN TRANSITIONING CARE SETTINGS**



## Helping You Help Your Employees

Conifer Health is a population health management company that helps employers stratify risk to lower costs and sustainably improve outcomes among their employees. Conifer takes a holistic approach to employee health by addressing both the mental and physical issues as part of its Personal Health Management Program.

**CARE FOR POPULATIONS, ONE PERSON AT A TIME.**

Learn more at [ConiferHealth.com](https://www.coniferhealth.com)

**CONIFER HEALTH SOLUTIONS** Care Over Everything.

<sup>1</sup> <https://www.statnews.com/2021/05/07/as-the-covid-19-crisis-ebbs-in-the-us-experts-brace-for-a-long-term-impact-on-mental-health/>  
<sup>2</sup> <https://hbr.org/2021/10/its-a-new-era-for-mental-health-at-work>  
<sup>3</sup> <https://www.kff.org/coronavirus-covid-19/issue-brief/the-implications-of-covid-19-for-mental-health-and-substance-use/>  
<sup>4</sup> <https://mhanational.org/sites/default/files/Mind%20the%20Workplace%20-%20MHA%20Workplace%20Health%20Survey%202021%2012.21.pdf>  
<sup>5</sup> <https://www.mhanational.org/mind-workplace>  
<sup>6</sup> <https://www.mhanational.org/mind-workplace>  
<sup>7</sup> <https://www.mcleanhospital.org/essential/what-employers-need-know-about-mental-health-workplace>  
<sup>8</sup> <https://www.nsc.org/newsroom/new-mental-health-cost-calculator-demonstrates-why>  
<sup>9</sup> <https://www.nsc.org/newsroom/new-mental-health-cost-calculator-demonstrates-why>  
<sup>10</sup> <https://www.nsc.org/newsroom/new-mental-health-cost-calculator-demonstrates-why>  
<sup>11</sup> <https://hbr.org/2021/10/its-a-new-era-for-mental-health-at-work#~:text=While%20there%20s%20still%20a,up%20from%2041%25%20in%202019>  
<sup>12</sup> <https://hbr.org/2021/10/its-a-new-era-for-mental-health-at-work#~:text=While%20there%20s%20still%20a,up%20from%2041%25%20in%202019>  
<sup>13</sup> <https://www2.deloitte.com/content/dam/Deloitte/pe/Documents/strategy/Programs%20de%20salud%20mental.pdf>