MENTAL ILLNESS IS BAD FOR BUSINESS

THE PROBLEM

MENTAL ILLNESSES are medical conditions that disrupt a person's thinking, feeling, mood, relationships with others and daily functioning. Most of the financial burden of mental illnesses are not from increased health care costs but rather from indirect costs.

YOUR MOST VALUABLE RESOURCE

- **12%**
  - U.S. workers diagnosed with depression.

- **26%**
  - Adults have a diagnosable mental illness.

- **10.8 MILLION**
  - Full-time workers have a substance use disorder.

LOST PRODUCTIVITY

- **81%**
  - Due to presenteeism*

*when employees show up for work even if they are too sick, stressed or distracted to be productive

THE COST

- **68 MILLION DAYS**
  - Cost of absenteeism because of depression

- **$23 BILLION**

- **$105 BILLION**
  - Indirect cost of untreated mental illness each year in the U.S.

THE REMEDY

A CULTURE OF HEALTH AND WELLNESS BEST PRACTICES

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<tr>
<th>ENVIRONMENT</th>
<th>ENGAGEMENT</th>
<th>EMPOWERMENT</th>
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<tbody>
<tr>
<td>• Include behavioral health in your health strategy.</td>
<td>• Provide behavioral health lunch 'n' learns</td>
<td>• Educate your managers and employees in Mental Health First Aid.</td>
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<td>• Build leadership buy-in of a total health approach.</td>
<td>• Offer employees stress management strategies.</td>
<td>• Increase literacy through depression awareness.</td>
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<td>• Support an open behavioral health dialogue</td>
<td>• Involve families; their health matters, too</td>
<td>• Establish employee wellness committees.</td>
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<td>• Encourage workers to seek treatment early.</td>
<td>• Provide conflict resolution.</td>
<td>• Provide financial literacy programs for employees.</td>
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<td>• Challenge the stigma associated with behavioral health problems.</td>
<td>• Engage employees in behavioral health dialogue with Mental Health First Aid.</td>
<td>• Help employees create work/life balance.</td>
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<td>• Promote the belief that workers can and do recover.</td>
<td>• Enhance leadership effectiveness with coaching.</td>
<td>• Give employees time to attend wellness events.</td>
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<td>• Train HR and management in Mental Health First Aid and their skills in effectively approaching employees.</td>
<td>• Add behavioral health screens to your wellness programs.</td>
<td>• Challenge mental illnesses myths.</td>
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<td>• Make sure your health risk assessment includes behavioral health.</td>
<td>• Acknowledge and integrate physical health with behavioral health in your wellness offerings.</td>
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<td>• Engage employees in their return to work from STD; support their success.</td>
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MENTAL HEALTH IS GOOD FOR BUSINESS