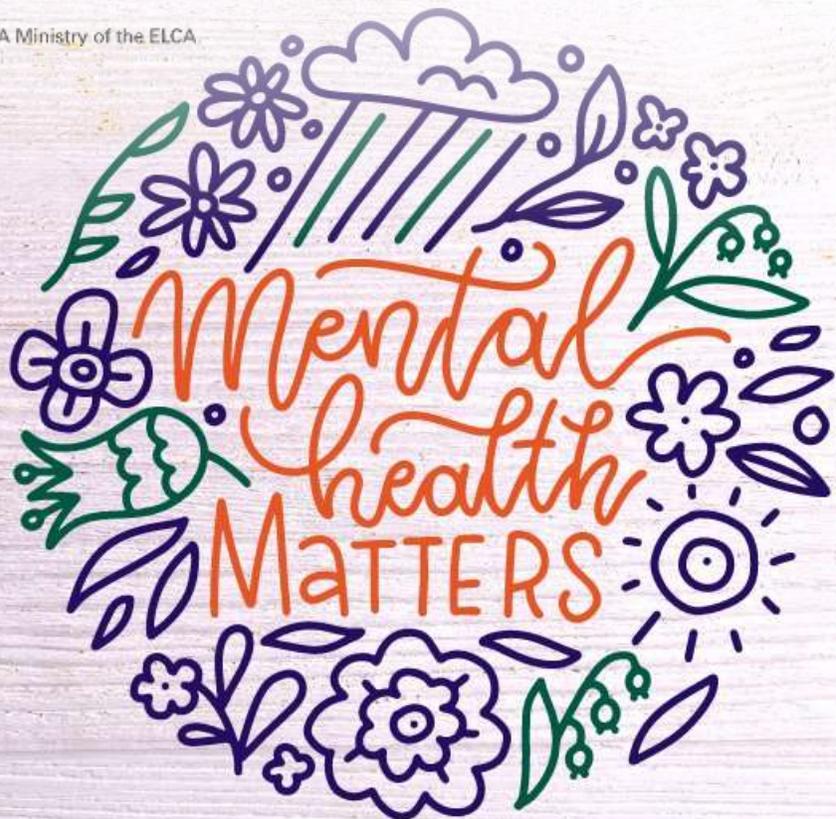


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**STRENGTH
& SERVICE
SERIES**

Leveraging Resources to Support Employee Mental Health: May Is Mental Health Awareness Month

May 25, 2022 • 2:00 PM EDT



Supporting the mental health of our teams is critical to our future success

Nearly
50M

or 19.86% of American
Adults Experienced a
Mental Illness in 2019

24.7%

of Adults with a
Mental Illness
Report an Unmet
Need for Treatment

27M+

More than Half
of Adults with a
Mental Illness do not
receive treatment

Curating & managing the right partners so you don't have to



SOLUTIONS TO MEET VARYING MENTAL HEALTH NEEDS

When you need help now

Call your Employee Assistance Program (EAP)

24/7 response

6 no-cost counseling sessions per issue per year



When you don't know where to start

Call your Quantum Care Coordinators

Benefit options explained

Help finding in-network mental health providers



When you want to explore and learn

Visit Being Academy

Faith-based educational video-streaming platform

Being Here podcast hosted by ELCA pastor

THE BIG KNOW

When a self-paced approach feels better

Enroll in Learn to Live

Online personalized mental health program

For stress, social anxiety, depression, insomnia, anxiety, substance use





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Change your mind. Change your life.™

Essential workers report...

Stressed out and stretched too thin: 86% reported experiencing anxiety and 76% reported exhaustion and burnout¹

Emotionally and physically exhausted: Emotional exhaustion was the most common answer for changes in how they were feeling over the previous three months (82%)¹

More than half of essential workers (54%) said they relied on a lot of unhealthy habits to get through the pandemic²

Learn to Live targets sufferers who don't seek help



150M sufferer¹



3/4 will not seek in-person therapy²



114M gap:
sufferers

L2L overcomes access barriers

- Social stigma
- Accessibility: geographic limitations, limited access
- High costs: individuals, employers, insurers and providers

Online Cognitive Behavioral Therapy increases reach

L2L engages those who may not use EAP, in-person therapy, wellness coaching or primary care.

Comprehensive clinical assessments

Personalized, clinician coaching

Self-directed programs (English and Spanish):

- Depression
- Stress, Anxiety & Worry
- Social Anxiety
- Insomnia
- Substance Use
- Panic (Sept 2022)
- Resilience (Nov 2022)

*As effective as
in-office therapy.¹*





Staying refreshed and preventing burnout

Change your mind. Change your life.™



Burnout: take a moment to reflect...

How many of the following statements do you agree with?

- a) I feel run down and drained of physical or emotional energy.
- b) I am harder and less sympathetic with people than perhaps they deserve.
- c) I am easily irritated by small problems, or by my co-workers and team.
- d) I feel misunderstood or unappreciated by my co-workers.
- e) I feel I am not getting what I want out of my job.
- f) I am frustrated with parts of my job.
- g) I feel that there is more work to do than I practically have the ability to do.

What is *burnout*?

burnout¹
noun

“A work-related chronic stress syndrome”
characterized by

- Emotional exhaustion
 - Distant and less-sensitive attitude
 - Feelings of inadequacy, incompetence, and lower confidence
- Can affect all areas of wellbeing
 - Close ties with stress... and especially depression
 - Protective factors:
 - ✓ Support
 - ✓ Coping skills (incl. assertiveness, boundaries)
 - Prevention: build resilience and an active, engaged lifestyle

Data/research: burnout

Burnout at work may be linked more closely to the **lack of personal development** over time than work overload¹

9/10 identifying as burnt out had elevated **depression**²

Productivity may be a better predictor than presence³

Working mothers more vulnerable due to **expectations at home**⁴

What are *values*?

Values

- What really matters to me
- The type of person I want to be
- The personal strengths or qualities I want to develop

*Examples: Community, Growth,
Being an engaged parent,
Generosity*

Goals

- Accomplishments that matter to me
- Long-term and short-term

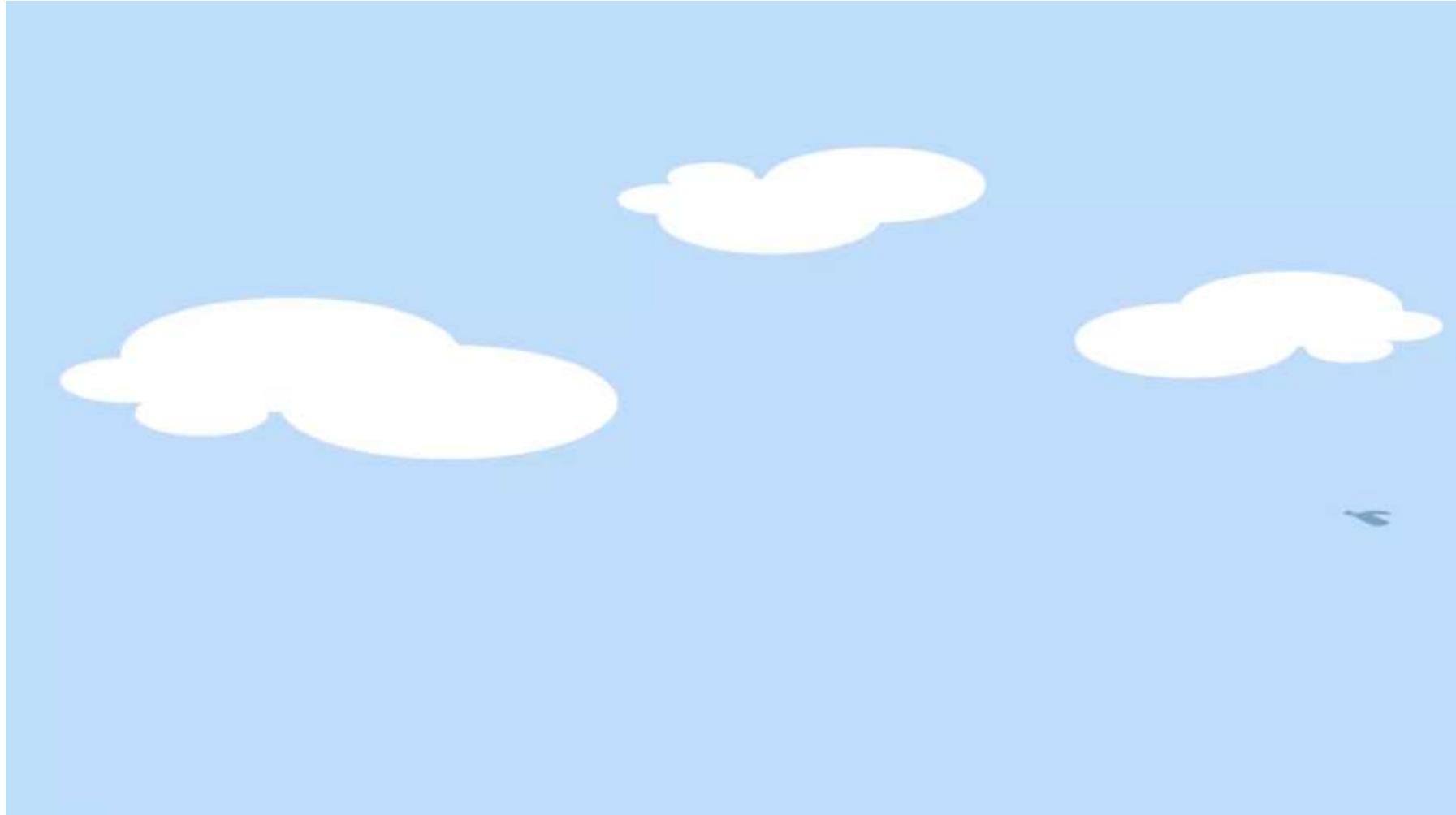
*Examples: Refinish the deck, Lose 10lbs,
Make a budget, Plan my vacation*

Identifying my values

Reflect on these questions

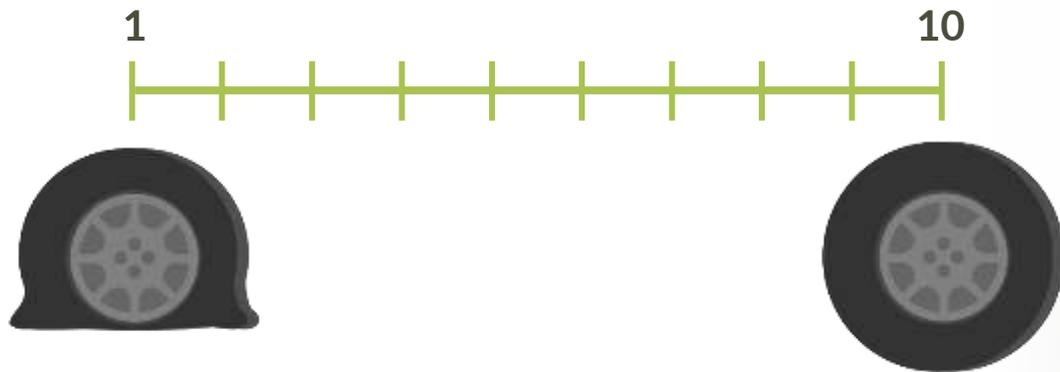
- When I leave the room, I would like others to say that I [have what qualities]?
- As I think about the days/months/years to come, I want to be sure that I _____.
- I would like to enrich my relationships by _____.
- I want to live more fully by _____.

The four 'tires' of wellbeing



Improving your wellbeing

- Which of your “tires” could use some inflating?
 - ✓ Health
 - ✓ Stability
 - ✓ Purpose
 - ✓ Connection



- Create a plan to inflate your flattest tires



Inflating your tires

Create a 'Balance Plan' – start with just 1 or 2 goals

My HEALTH

- Take time to disconnect: 30 min. social media limit
- Move my body: 15 min. evening walks

My PURPOSE

- Support a cause: apply to volunteer weekly at animal shelter
- Learn to play an instrument: 15 min. online piano tutorials 2x/week

learntolive Balance Plan

Reflect and consider which 'tires' in your life are the flattest, inflate those flattest tires by trying out any of these balance plan items. Mark the ones you tried and how you felt about it.

Activity/Item	I've tried this	How do you feel about this?	Activity/Item	I've tried this	How do you feel about this?
Make a healthy meal			Search for housing options		
Start a fitness program			Make a list of safe people		
Move more often			Make a budget		
Take time to disconnect			Setup a savings account		
Make a doctor's appointment			Find new hobbies		
Other:			Other:		

Activity/Item	I've tried this	How do you feel about this?	Activity/Item	I've tried this	How do you feel about this?
Apply for work			Isolate time with a friend		
Go off to class			Open up to a safe person about your challenges		
Join religious activity			Join a church, club, or organization		
Help others			Start setting dinner with family or friends		
Support a cause or charity effort			Start a support group meeting		
Sign up for classes			Lunch with others, book club, book group		
Learn to play an instrument			Other:		
Other:					

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Alternatives to dwelling



Another barrier: dwelling

Dwelling

- Unproductive thinking about the past or present
- Sours our mood
- Keeps us stuck



Alternatives to Dwelling

- Busy my mind with something else
- Positive
 - ✓ Gratitude
 - ✓ List ways to help others
- Neutral
 - ✓ Quiz myself
 - ✓ Mental game
- The key: it demands my full attention



Take action to build burn-out resistance

Try one for the next week

- Identify my values
- Create a balance plan
- Use Alternatives to Dwelling

3-steps for making it a habit



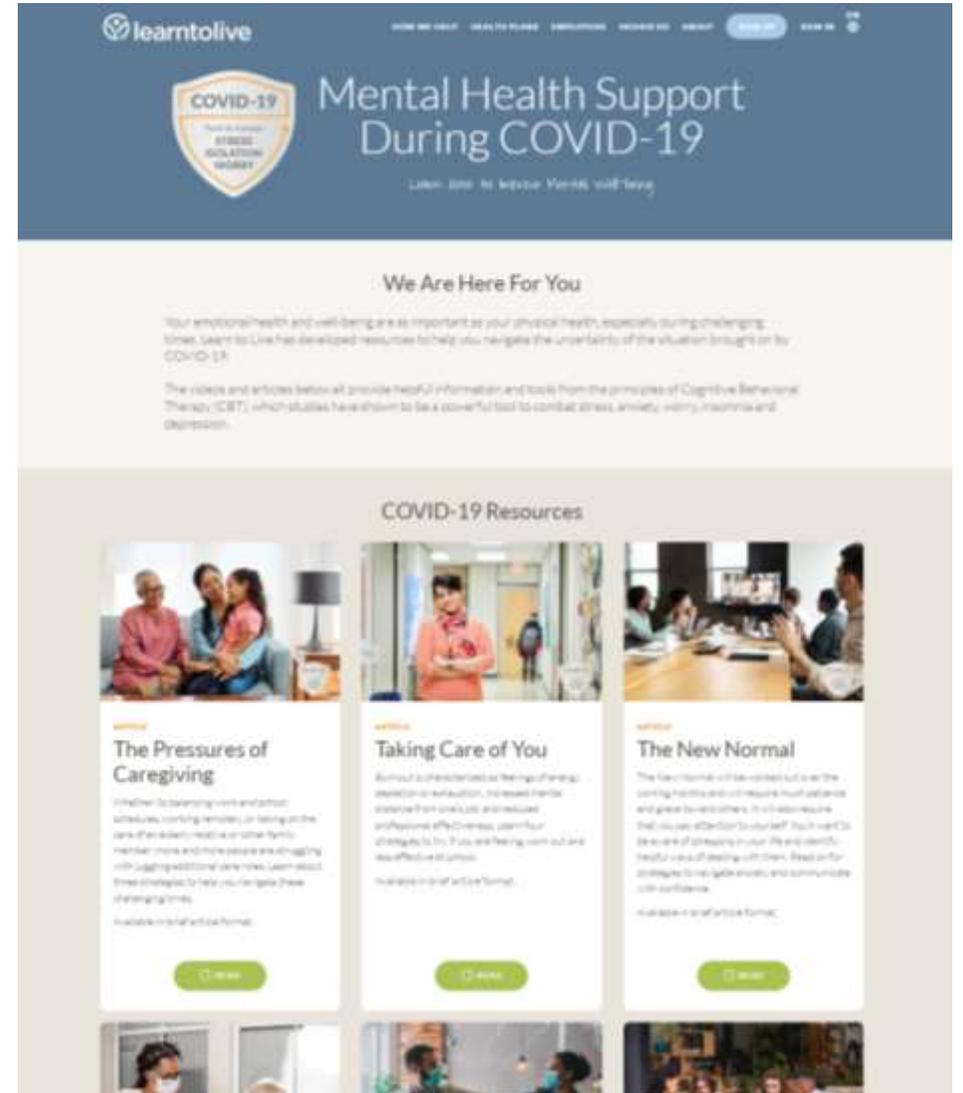
As we close...resources you can use starting today

Resources from today's session

- Today's Webinar Recording: Staying refreshed and preventing burnout
- Burnout Resources: Balance, Pressures of Caregiving, Taking Care of You

On-demand webinars and wellness articles available for free to view and read on our site:

- On-demand webinars:
 - ✓ Building Emotional Resiliency
 - ✓ Coping with Grief and Loss
 - ✓ Managing Stress and Worry
- Wellness Articles: The Pressures of Caregiving & Taking Care of You



The screenshot displays the 'Mental Health Support During COVID-19' page on the learntolive website. The page features a dark blue header with the learntolive logo and navigation links. A central banner reads 'Mental Health Support During COVID-19' with a sub-header 'Let's go to better mental health'. Below this, a section titled 'We Are Here For You' provides introductory text about emotional health and well-being. The main content area is titled 'COVID-19 Resources' and features three prominent article cards: 'The Pressures of Caregiving', 'Taking Care of You', and 'The New Normal'. Each card includes a thumbnail image, a title, a brief description, and a green 'View' button. The bottom of the page shows a partial view of additional resource cards.



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