



cornerstone

A Path to Employee Mental Health and Wellness



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TODAY'S DISCUSSION

TOPICS TO
COVER

- The Problem. Story by the numbers.
- Employee Well-Being - What is it?
- Why is it important? The value of wellness
- The path to (better) wellness



**Are you able to state the
name of your Primary
Care Physician?**

**POLLING
QUESTION**



**Are you able to state the
name of your Dentist?**

**POLLING
QUESTION**



**Are you able to state the
name of your Therapist?**

**POLLING
QUESTION**





When the mental health of workers suffers, so does workplace productivity, creativity, and retention.

Vivek H. Murthy, M.D., M.B.A.
Vice Admiral, U.S. Public Health Service
Surgeon General of the United States



World Health Organization

- 60% of the world population is in work
- 15% of workingage adults are estimated to have a mental health disorder
- Globally, 12 billion working days a year are lost to depression and anxiety
- This equates to a cost of \$1 trillion per year in lost productivity



GALLUP & LYRA DATA

Mental Health
declined in 2023



1 in 4

Mental Health
interfered with work



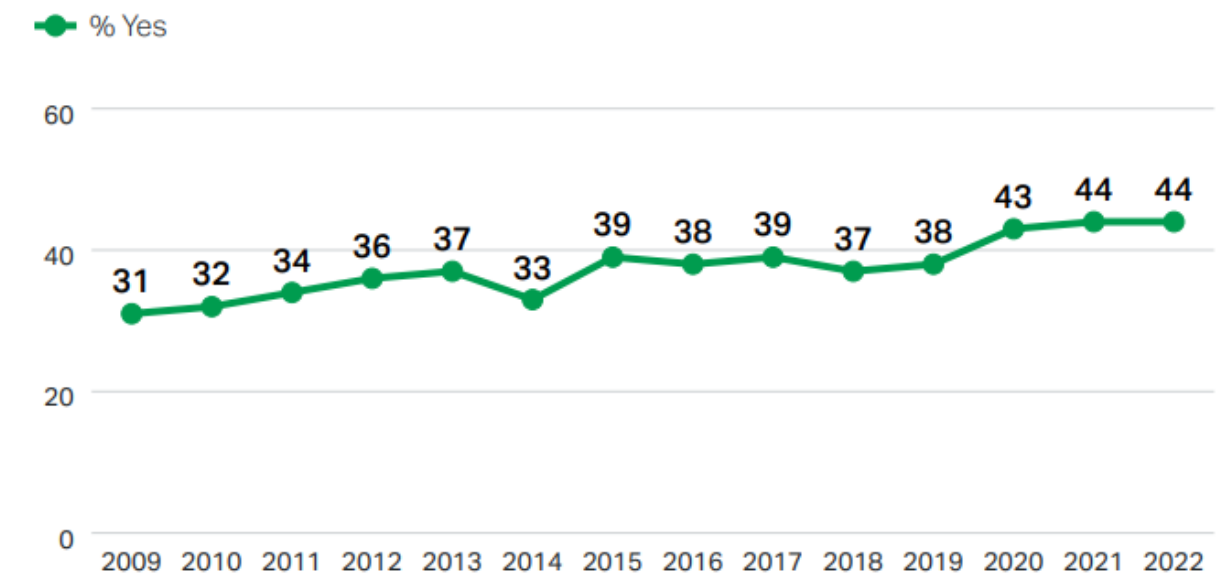
65%

Inpatient Hospital stays for Mental Health increased by 200% in 2023 compared to 2022

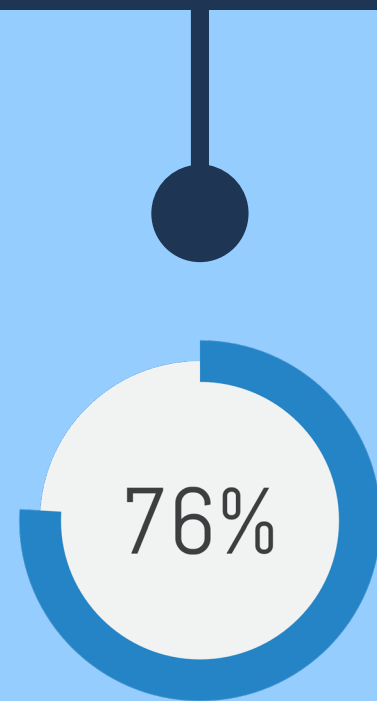
Daily Stress 44%

Daily Stress

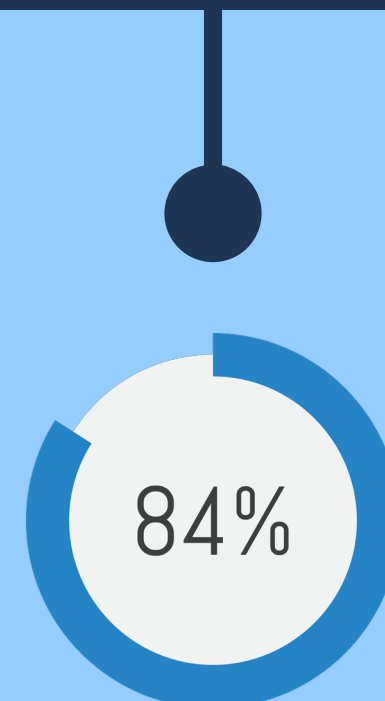
Did you experience the following feelings during A LOT OF THE DAY yesterday? How about stress?



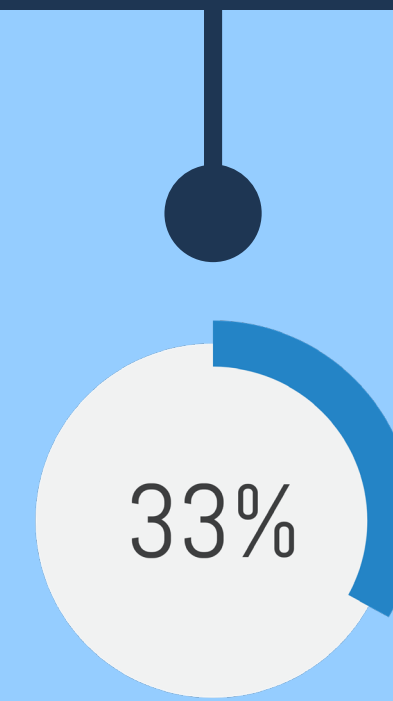
DAILY STRESS THAT AFFECTS HEALTH AND ORGANIZATIONAL PERFORMANCE.



Reported at least one symptom of a mental health condition



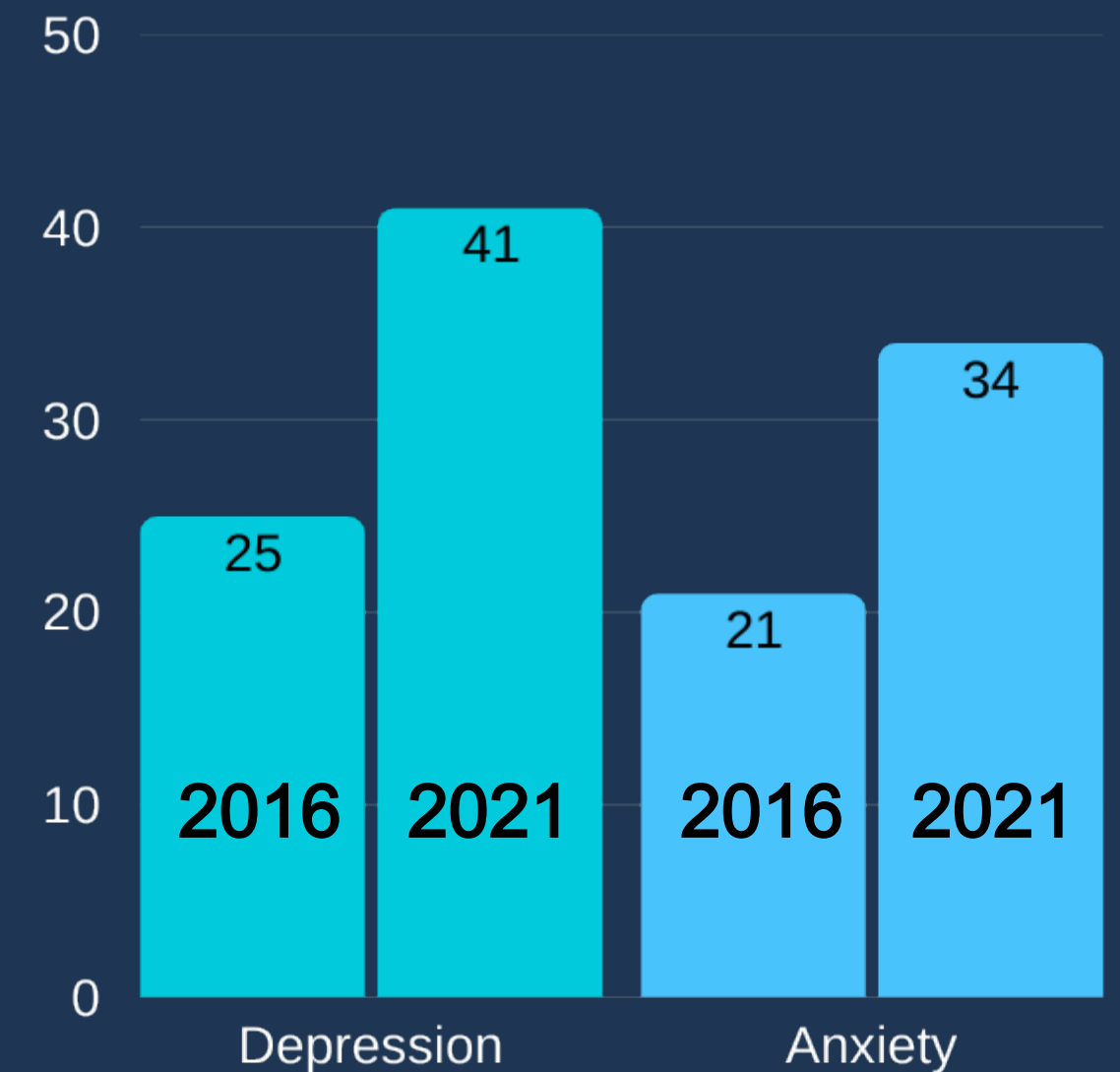
Reported at least one workplace factor that had a negative impact on their mental health



Reported that their mental health harmed their productivity in the past year

MENTAL HEALTH ISSUES STUDENTS

The study reported a rising prevalence in the percentage of students reporting Depression and Anxiety.



FACULTY

FEELING BURNED
OUT

64%

CONSIDERING
QUITTING

49%

PSYCHOTROPIC
MEDS

33%

Source: Higher Education Today

ADMINS

FEELING BURNED
OUT

38%

CONSIDERING
QUITTING

72%

PSYCHOTROPIC
MEDS

22%

Source: neaToday & PubMed Central & Environmental Health Perspectives



Employee Well Being What is it?

**What do you consider
included in Mental
Health or Wellness?**

**POLLING
QUESTION**



INCLUSIVENESS OF WELLNESS



Individual



Environmental



Contextual

Individual Wellness



EMOTIONAL WELLNESS

Coping effectively with life and creating satisfying & meaningful relationships.



PSYCHOLOGICAL WELLNESS

Recognizing creative abilities and finding ways to expand knowledge and skills.



PHYSICAL WELLNESS

Recognizing the need for physical activity, healthy living and rest.

Environmental Wellness



SOCIAL WELLNESS

Developing a sense of connection, belonging, and a well-developed support system.



OCCUPATIONAL WELLNESS

Personal satisfaction, enrichment and security from/in one's work.



SPATIAL WELLNESS

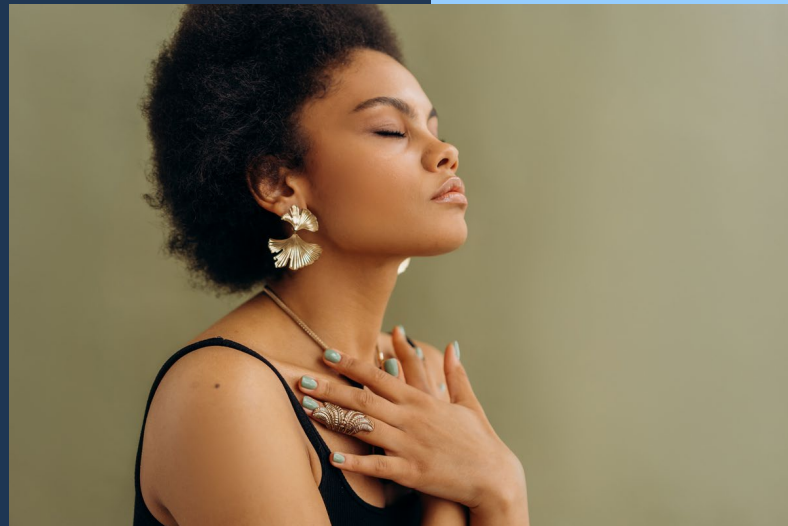
Occupying pleasant, stimulating physical and digital spaces that support well-being.

Contextual Wellness



FINANCIAL WELLNESS

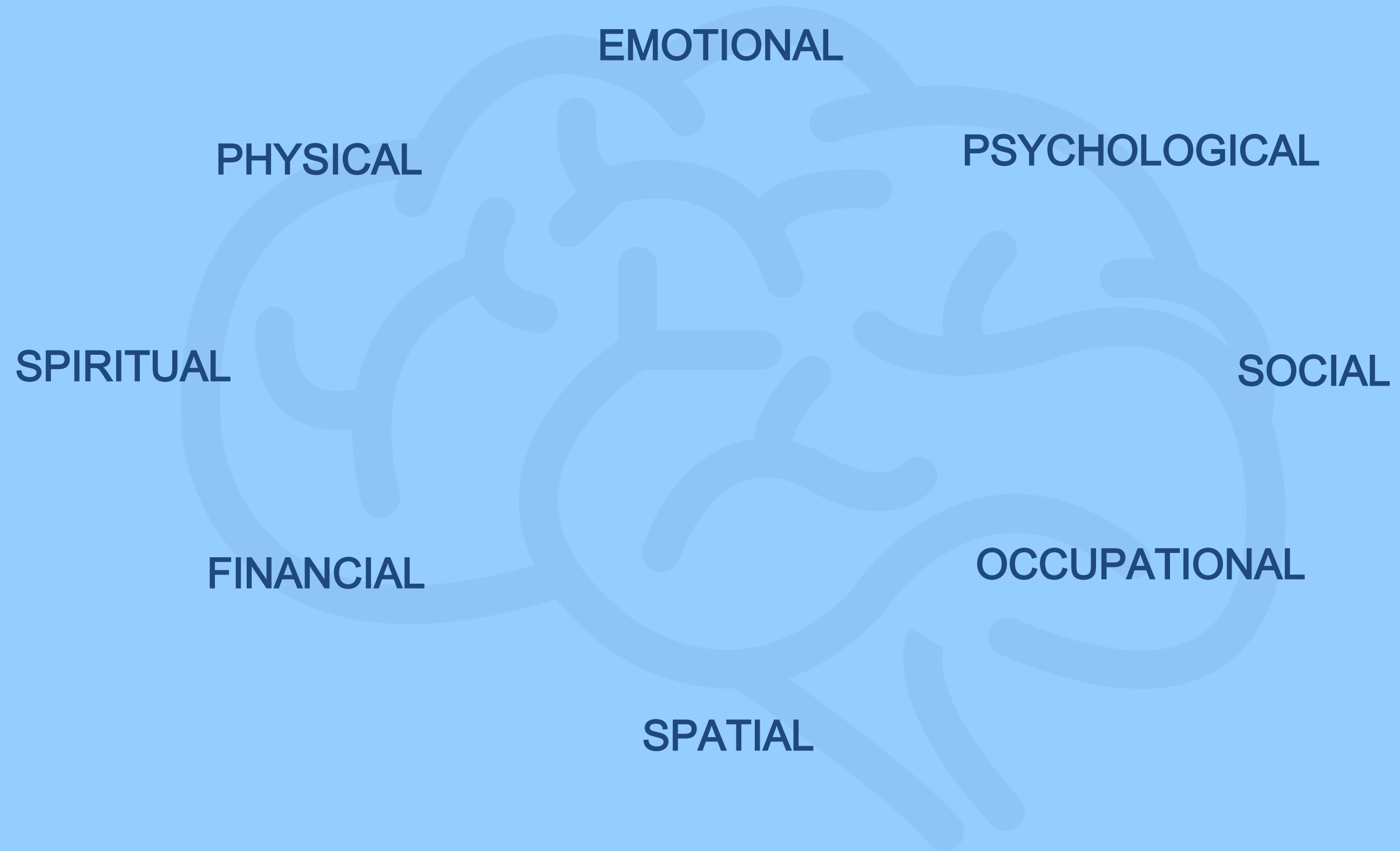
Developing a sense of connection, belonging, and a well-developed support system.



SPIRITUAL WELLNESS

Personal satisfaction, enrichment and security from/in one's work.

A HOLISTIC VIEW





Why Is It Important?

Value of Wellness Efforts

Engagement Predictors and Wellness

	Physical	Emotional	Psychological	Social	Occupational	Spatial	Financial	Spiritual
Top 5 Engagement Predictors								
Advancement Opportunities			●		●		●	
Autonomy		●	●		●	●		
Praise for Work		●		●	●			
Productive Environment		●				●		
Contribution to Company Success		●			●		●	●
	INDIVIDUAL			ENVIRONMENTAL			CONTEXTUAL	

ENROLLMENT & RETENTION

Research suggests that institutions prioritizing student well-being see improved retention rates.

ACADEMIC PERFORMANCE

Studies indicate that students with better mental health tend to perform better and have higher motivation.

STAFF & FACULTY RETENTION

In Higher Education, focusing on faculty and staff well-being can lead to increased job satisfaction.

IMPROVED COST SAVINGS

Implementing wellness programs can reduce healthcare costs and absenteeism.

Value & Impact



A young woman with voluminous, curly dark hair is smiling warmly. She is sitting at a desk in what appears to be a modern office or library setting, with large windows in the background. She is wearing a white sleeveless top. In front of her is a silver laptop, and to her right is a blue cup. Her right hand is resting on her chin, and her left hand is near the laptop. The overall atmosphere is bright and positive.

The Path to Wellness

(Better) Wellness...

What can we not control?

FAMILY OBLIGATIONS

Commitments that we have taken on that may feel heavy.

BENEFITS THAT ARE AVAILABLE TO ME

Benefits whose absence or limitations inhibits my options for help.

MACRO & WORK ISSUES

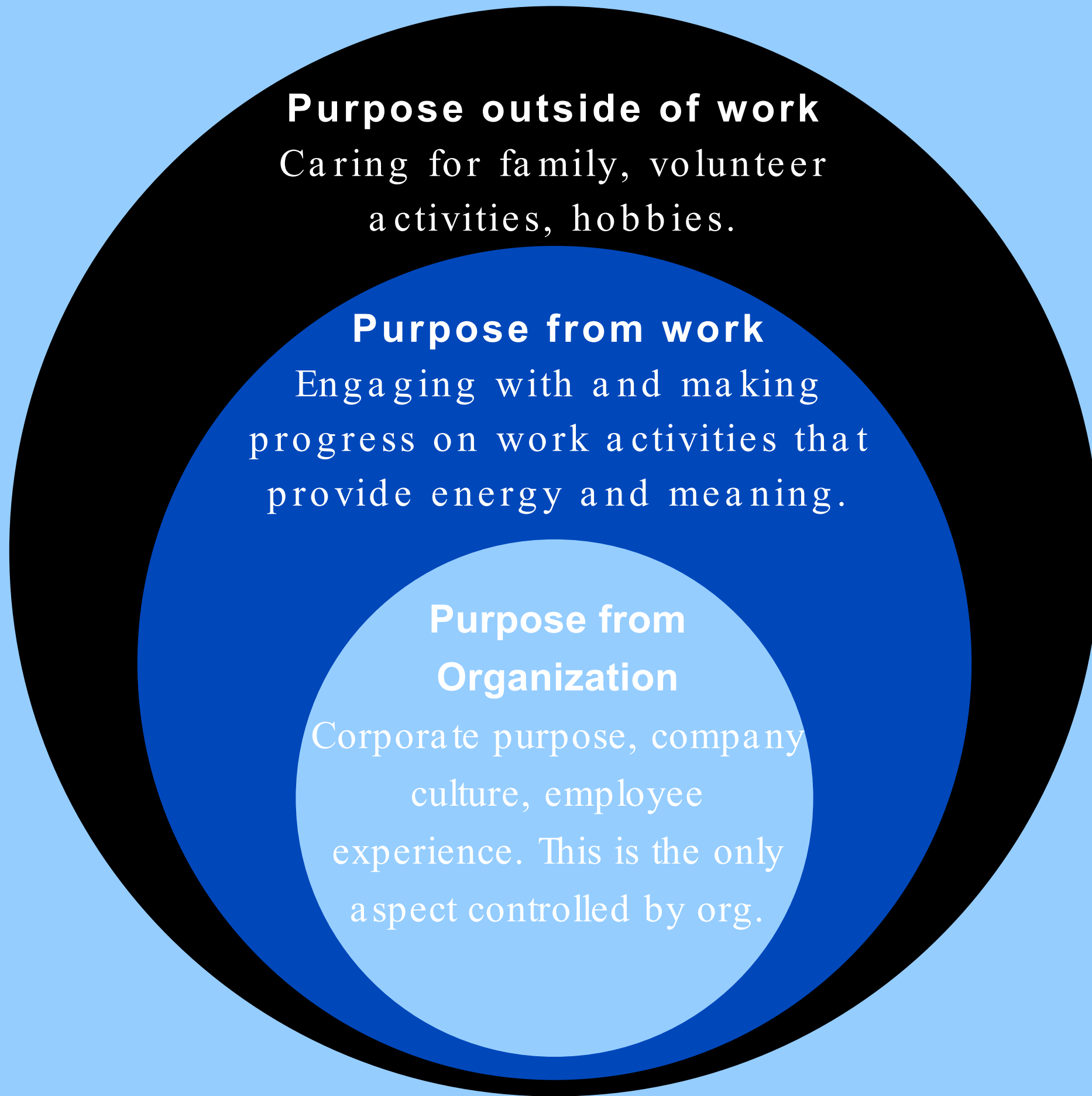
Aspects of my org or the wider world that impact my day to day.

What can we manage?

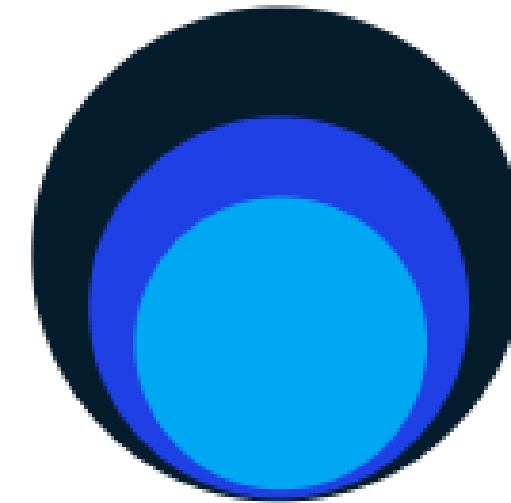
- Priorities
- Schedule
- Down-time
- Convo with Manager
- Attention to ourselves

- Learn about options
- Discuss gaps with HR
- Self-awareness of needs

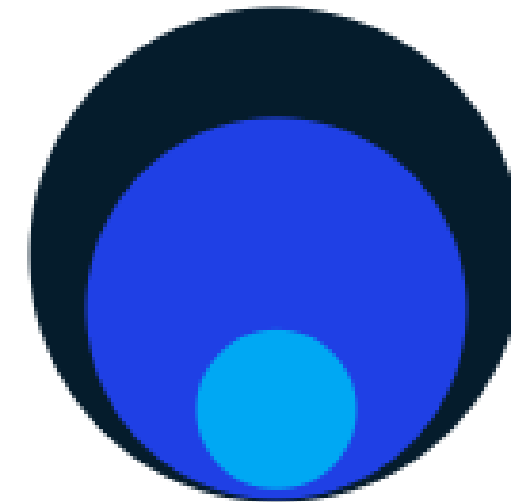
- Consider a CRG
- Volunteer
- Monitor intake of media



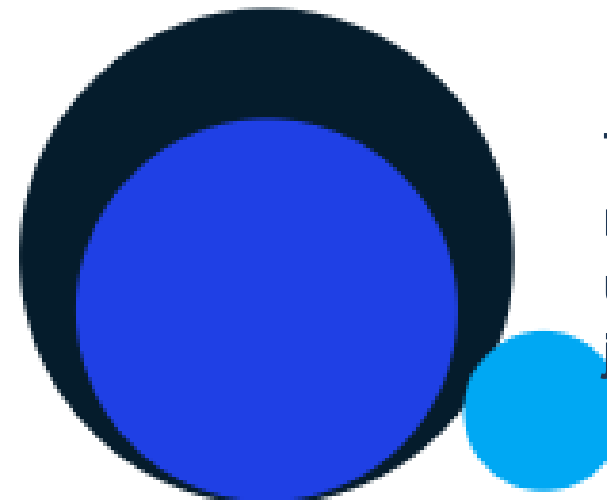
SCENARIOS



Purpose from work is mostly fulfilled by their career.

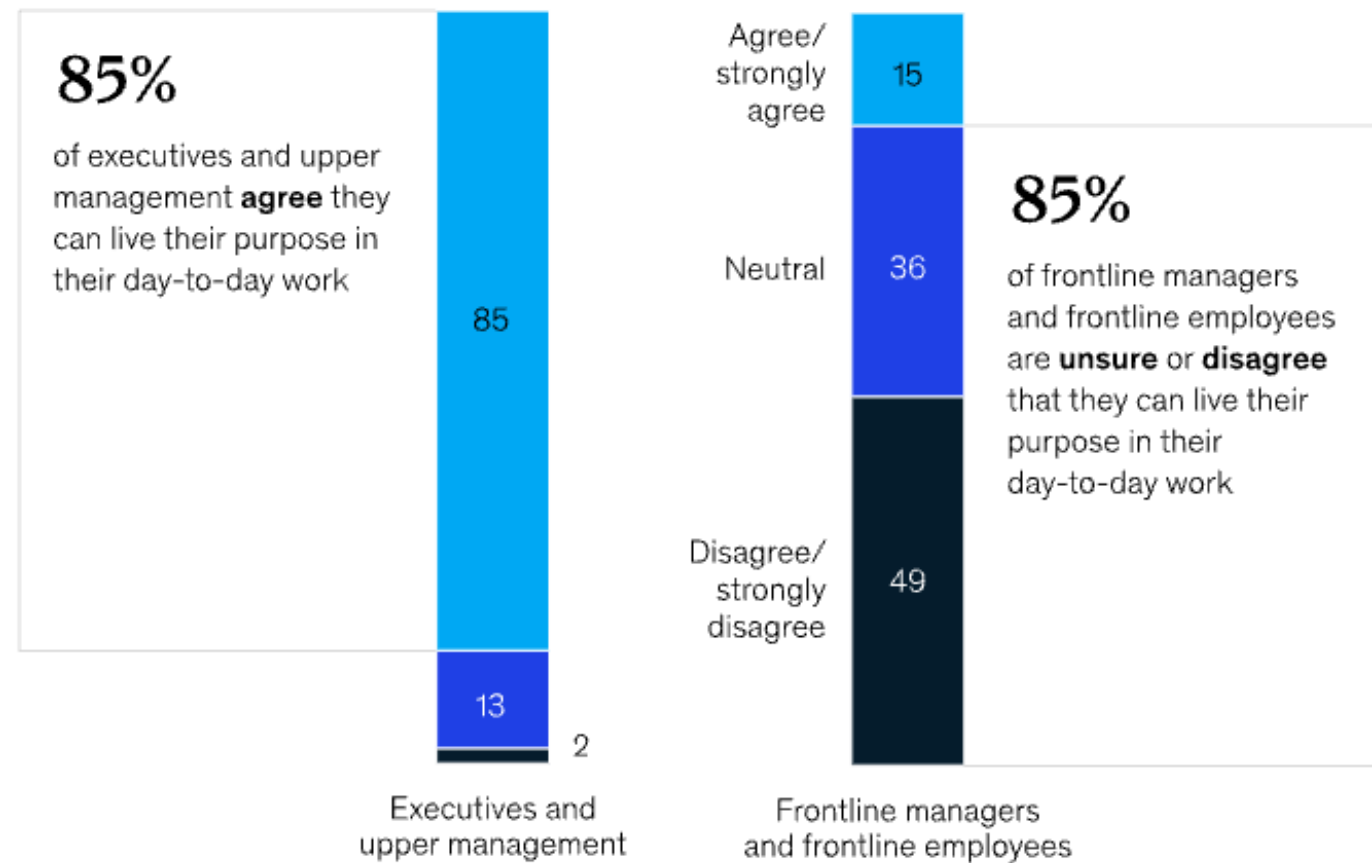


Although aligned, they aren't feeling fulfilled by their career.



Their purpose is misaligned and unfulfilled by their job.

PURPOSE GAP



85%

EXECUTIVES AGREE THEY LIVE THEIR PURPOSE IN WORK.

85%

FRONTLINE MANAGERS & EMPLOYEES ARE UNSURE OR DISAGREE THAT THEY LIVE THEIR PURPOSE IN WORK.

Leaders need to adapt to the era. If they don't adapt to the era they're in, they will not be effective. But they need to do so authentically, and I think it does require a sense of well-being. To me, that's what's required to be a great leader.

**Bill George,
Professor at Harvard Business School
and former CEO of Medtronic**

USE BETTER DATA



- Conduct Assessments
- Obtain Management Buyin & Support
- Establish a Wellness Committee
- Develop Goals & Objectives
- Establish a Budget
- Design Wellness Program Components
- Select Wellness Program Incentives or Rewards
- Communicate the Wellness Plan
- Evaluate the Success of the Program
- Adjust as Needed

Of the 8 aspects of health & wellness, which one area do you believe your institution has the most opportunity to improve on?

POLLING
QUESTION

PHYSICAL
EMOTIONAL
PSYCHOLOGICAL
SOCIAL
OCCUPATIONAL
SPATIAL
FINANCIAL
SPIRITUAL





Q&A



Thank You



https://www.linkedin.com/in/oscar_medina-97020a2/