

# New 3-step client action plan

Use this tool to help your clients address growing mental health and well-being needs

Situation: mental health and well-being is a growing concern for your clients



of American adults struggle with mental health issues stemming from the pandemic.<sup>1</sup>

# 90%

of employers felt that the pandemic was affecting the behavioral health and productivity of their employees.<sup>2</sup>

**Solution:** New 3-step mental health and well-being plan gives clients the tools they need to take action

# Mental health and well-being action plan—see other side

<sup>1</sup>Liz Hilton Segel, "5 ways to design a better mental health future for a stressed-out workforce," Fast Company, last accessed March 12,2021 https://www.fastcompany.com/90567035/5-ways-to-design-a-better-mental-health-future-for-a-stressed-out-workforce

<sup>2</sup>Erica Cole, Kana Enomoto, Aditya Gupta and Razili Lewis, McKinsey National Employer Survey, last accessed March 12, 2021. <u>https://www.mckinsey.com/</u> industries/healthcare-systems-and-services/our-insights/national-employer-survey-reveals-behavioral-health-in-a-covid-19-era-as-a-major-concern

# Mental health and well-being action plan

# Normalize the need

1

2

3

Organizations and managers should discuss openly with their employees:

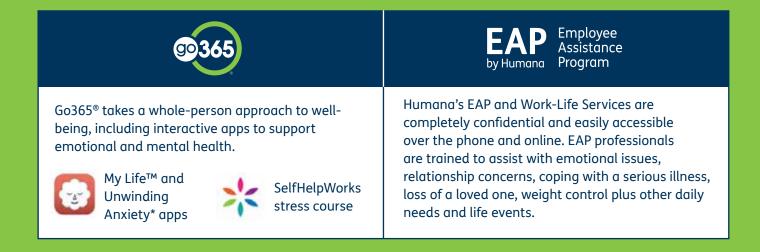
- It's normal and expected to experience a myriad of emotions.
- We've all had similar feelings.
- Ask them to share ways they've coped and found solutions to challenges during team meetings.
- Let them know they're not alone and are supported by team members and leadership.

### Share valuable resources

- Organizations should provide regular reminders about their Employee Assistance Program (EAP) and other resources.
- Communicate multiple times in multiple ways, including via email, intranet, e-newsletters and traditional mail.
- Emphasize the connection between mental health and workplace harmony and productivity.

#### Elevate self-care as an everyday activity

- Self-care is now considered a must for maintaining health, peace and productivity.
- Self-care can take the form of a physical or mental health assessment, biometric screening, exercise, healthy diet, weight and chronic disease management or meditation.





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