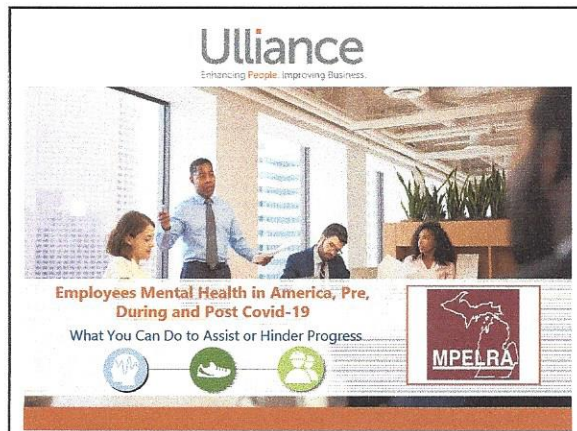
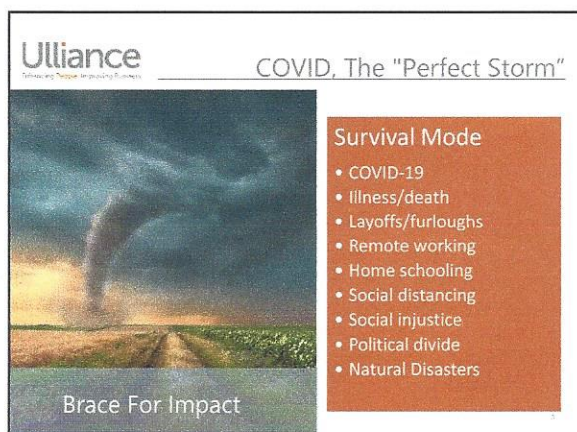


Employees Mental Health in America, Pre, During and Post COVID-19

Kent Sharkey, President and Chief Executive Officer, Ulliance, Inc.







Polling Question

What % of employees experience anxiety and/or depression pre COVID-19?

- Less than 1%
- 5%
- 10%
- More than 30%

COVID and Mental Health

The Impact of Depression

The link between Mental & Physical health

People with **depression** have **40% higher risk** of developing cardiovascular and metabolic diseases than the general population.

(Source - NAM - 2018)

Top 10 Health Conditions Costing Organizations the Most (Claims cost):

- Diabetes: **41%**
- Cancer (any kind): **33%**
- Arthritis/back/musculoskeletal: **32%**
- Obesity: **29%**
- Heart disease: **27%**
- Hypertension/high blood pressure: **26%**
- Depression/mental illness: 20%**
- High cholesterol: **11%**
- Smoking: **9%**
- High-risk pregnancy: **4%**

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Understanding How People Cope

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Dimensions of Well-being

Employers can influence employee's health



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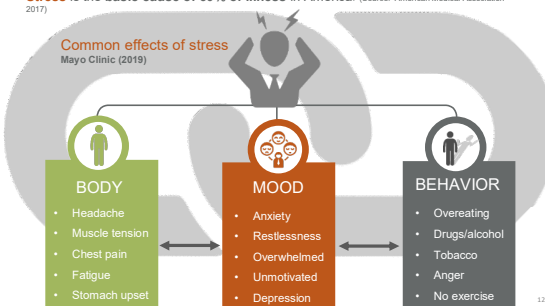
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The Impact of Stress

The link between Mental & Physical health

Stress is the basic cause of 60% of illness in America. (Source: American Medical Association-2017)

Common effects of stress
Mayo Clinic (2019)



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Ulliance Enhancing People. Improving Business. The Anatomy of an Emotion

The Mind-Body Connection

- A physiological & chemical response in our body
- Triggered consciously & unconsciously
- Echoed in our nervous system
- Floods our body with neurotransmitters allowing us to spring into action

The Mind & Body Get Ready Resulting in Increases of:

- Blood pressure
- Heart rate
- Perspiration
- Breathing
- Hormones released
- Neurotransmitters fire

Ulliance Enhancing People. Improving Business. Why Can't I Control My Emotions?

People Have Two Minds

One that thinks

- Our Rational Mind


One that feels

- Our Emotional Mind

Passions or Emotions Often Times Override Intellect

- Heroic actions
- Crimes of passion

Ulliance Enhancing People. Improving Business. Difficulty With Emotional Regulation



Overriding the Rational Mind

- The more the emotional mind intensifies the more it takes over the rational mind
- The key is temperance, restraining of emotional excess
- The goal is balance, not suppression
- Feeling proportionate to the circumstance

Mental Health is Invisible

As seen on the Today show

Enhancing People & Improving the Lives of the People We Serve

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Understanding How People Cope

Post Quarantine Struggles

- Acute stress disorder
- Post traumatic stress disorder
- Exhaustion
- Detachment from others
- Insomnia
- Irritability
- Deteriorating work performance
- Reluctance to work
- Consideration of resignation

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Polling Question?

Should caring managers provide advice to employees about their personal challenges and/or emotional challenges?

- o Yes
- o No

Leaders Says?

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Leadership Drives Culture




Are you the Company Psychologist

Management sets the tone

- From the top down

Human Resources

- The Company Psychologist



The True Definition of Stress

The confusion created when one's mind overrides the body's basic desire to choke the living daylights out of someone who desperately deserves it.

How do you really define stress?

- Other people?



Employers Need a Best-in-Class EAP More Than Ever



Why Don't Most EAP Models Work?





COVID Employee Issues



Consultations

- Substance Abuse
- Workplace Aggression/Violence
- Co-worker Conflict
- Anger Management
- Critical Incident Stress Management
- Emotional/Psychiatric
- Employee Death/Suicide
- Domestic Violence
- Child & Elder Care Issues

Human Resources & Management Consultation



HR and Management Referrals



Referrals


Informal referral

- Suggestion from Administration to use the EAP benefit
- Participation information not available due to HIPAA


Formal referral

- Employee demonstrates work performance issue
- Release allows for attendance and compliance updates

When HR Should Refer



The Best Rx for Emotional Regulation



11 out of 10 Doctors prescribe Nature for Emotional Management

- Fun (antidepressant)
- Relaxation (antidepressant)
- Peace (antidepressant)
- Exercise (amphetamine)

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Questions & Answers

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*"A pessimist sees the difficulty in every opportunity;
an optimist sees the opportunity in every difficulty"*
Winston Churchill

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