

UNADDRESSED MENTAL ILLNESS IN THE WORKPLACE

THE PROBLEM

US

1 in 10 Americans report current depression
 In a company with 500 employees this equals to **50 employees**

WORLDWIDE

1 in 4 people will be affected by mental or neurological disorders in their lives
 Major depressive disorder is the **2nd leading cause of disability**, predicted to be #1 cause by 2030

IMPACT ON BUSINESS PROFIT AND LOSS

Mental disorders impact business through disability, absenteeism, and productivity loss

PRODUCTIVITY LOSS

In a **3-month period**, patients with depression **miss an average of 4.8 workdays** and suffer 11.5 days of reduced productivity (CDC)

Over the next 20 years NCDs will cost more than **US\$ 30 trillion** (48% of global GDP in 2010)
 Mental health conditions will account for the loss of an extra **US\$ 16.1 trillion**

The **older population will reach 19% by 2030**, multiplying the number of employee caregivers who need support to address their higher levels of depression than non-caregivers

HEALTHCARE COSTS

Mental illness impacts the onset & progression of **noncommunicable diseases (NCDs)**

Individuals with depression incur **70% greater medical costs**

Depressed patients are **3x more likely** to be non-compliant with medical treatment

WORKFORCE MORTALITY

In the US there is **1 suicide every 15 min**; 100+ suicides daily

Suicide is the **10th leading cause of death** in the US (homicide is 18th)

Suicide is the 2nd leading cause of death among persons 25-34, and the 4th among person 35-54.
This is your workforce

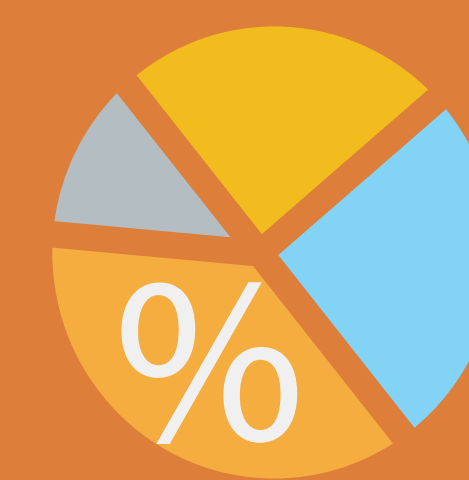
CURRENT GAP

MOST EMPLOYERS FAIL TO INTEGRATE MENTAL HEALTH IN WORKPLACE WELL-BEING PROGRAMS

80% of US employers offer **workplace well-being programs**, yet few address mental health other than to offer Employee Assistant Programs (EAPs), that have ~3% utilization rates



Employers are struggling with **rising healthcare costs** & don't recognise the impact of mental health on the onset and progression of NCDs



Employers **fail to quantify the impact of mental health** on productivity

THE BARRIERS

STIGMA

In the US, **1 in 3 people** who need mental health care receive it

In the UK, **9 of 10** individuals would not reveal their mental health to their employer for fear of discrimination

LACK OF ACCESS TO QUALITY MENTAL HEALTH SERVICES

There is one qualified mental health provider for every 790 citizens in the United States

Most outpatient services are only available during 9-5 workday schedule but anxiety and depression don't always happen within office hours

THE PROMISE

90%

of individuals who complete suicide suffer from a **potentially treatable mental disorder**

70-90% **24HR**

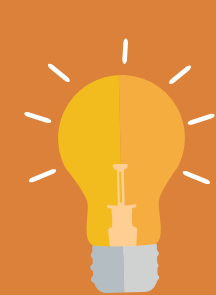
of individuals report reduced symptoms and improved quality of life with a combination of **therapy and medication**

Digital systems, available 24 hours a day can address stigma and fill the gap in access to quality services

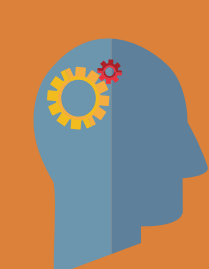
INTEGRATING MENTAL HEALTH INTO HEALTH PROMOTION PROGRAMS AND LEVERAGING TECHNOLOGY

THE SOLUTION

Mental health must be integrated into the **broader dialogue and communication** about NCDs



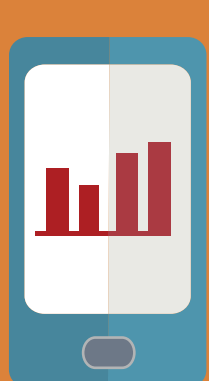
CEO leadership can destigmatize mental health in the workplace and encourage prevention and access to quality services



Integration must address: **preventing** mental illness, **promoting** cognitive resilience, and **triage** to quality mental health services



Employers should **integrate vendors** to assess the powerful impact of synergizing mental and physical health interventions



Prevention via personalized health technologies, including wearable devices and mobile applications

Nutrition & Physical Activity: MapMyFitness, RunKeeper, Fooducate, Yummly, Fitbit, Jawbone

Cognitive Training and Meditation: Brain HQ, Lumosity, Fit Brains

Sleep Promotion: SleepCycle, SleepBot, Beddit

Screening: AnthroTronix, Big White Wall

Virtual Counseling: Big White Wall, Beating the Blues, Ieso Digital Health, Silver Cloud, FearFighter

Suicide Prevention: Suicide Prevention Lifeline, MY3, ASK & Prevent Suicide