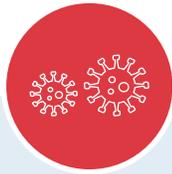


# MENTAL HEALTH IN THE WORKPLACE

Stigma-free Solutions for Employees and Employers



The Hartford's 2020 Future of Benefits Study, which consists of a series of surveys fielded in early March and June, provides insights into mental health in the workplace. The national study revealed mental health stigma is real and is preventing those with mental health conditions from seeking help at work.

## MENTAL HEALTH IS A WORKPLACE ISSUE



59% of employers believe mental health conditions are a significant workplace issue

## EMPLOYER READINESS



64% of employers feel prepared to address their employees' mental health conditions

## OPEN DIALOGUE

68% of employers believe their company has a workplace that encourages a dialogue about mental health but employees disagree and this belief varies by gender and company size

68%



employers

42%



U.S. workers

47%



men

38%



women

40%



workers at companies with less than 50 employees

37%



50 to 500 employees

52%



500 to 1,000 employees

38%



1,000 to 5,000 employees

43%



5,000+ employees

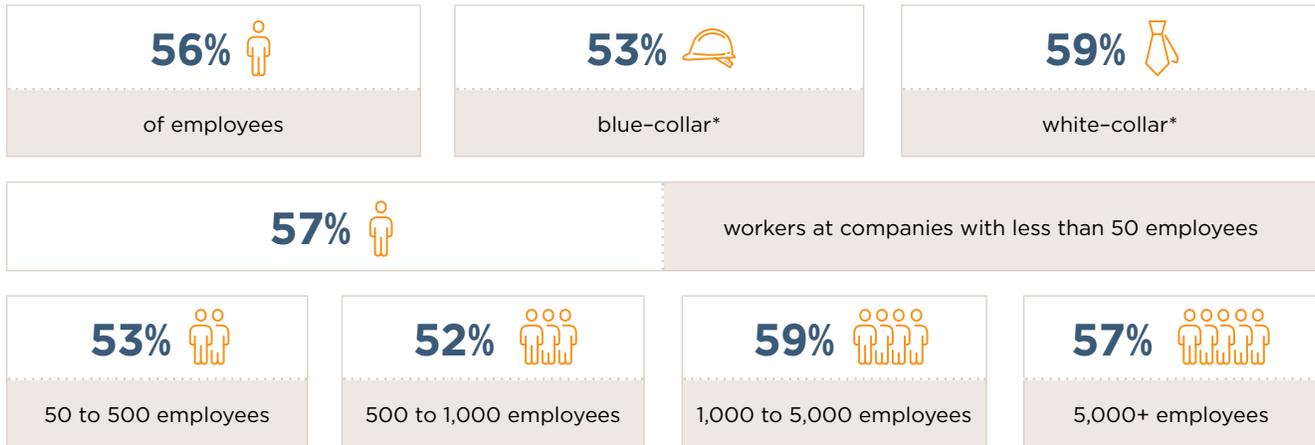
## FLEXIBILITY

Believe there's flexibility in schedules for mental health help



## PRIVACY CONCERNS

Have privacy concerns about sharing mental health information with my employer/co-workers



\* White-collar (office job, managerial, administrative, clerical) and blue-collar (manual labor positions, agriculture, manufacturing)

## STIGMA LEADS TO SILENCE



According to the National Alliance on Mental Illness (NAMI) one of the biggest challenges for people experiencing mental health challenges is **overcoming stigma**, which is a sense of disgrace that sets someone apart from others. **Workplace stigma** may lead to teasing, harassment, lack of advancement opportunities or discrimination. Here are three actions NAMI suggests.

### 1. Learn the facts about mental health conditions.



**Mental health conditions** are medical conditions that can impact a person's thinking, feeling or mood and may affect his or her ability to relate to others and function on a daily basis. They are common and treatable.



**1 in 5 adults** experience mental health conditions each year



**1/2 of adults** with a substance use disorder also have a mental illness

### 2. Use respectful language to talk about mental health conditions.



#### Words to avoid

- She's bipolar
- Manic depressive
- Committed suicide

#### Words to use

- She has bipolar disorder
- Person with bipolar disorder
- Died by suicide

### 3. If you think someone is having trouble, refer them to NAMI or resources at your organization.



#### Potential warning signs

- ➔ Changes in work performance
- ➔ Frequent absences or tardiness
- ➔ Becoming withdrawn or uncommunicative
- ➔ Confused thinking or problems concentrating/learning
- ➔ Prolonged or strong feelings of irritability or anger
- ➔ Difficulty understanding others

## ANXIETY POST-COVID



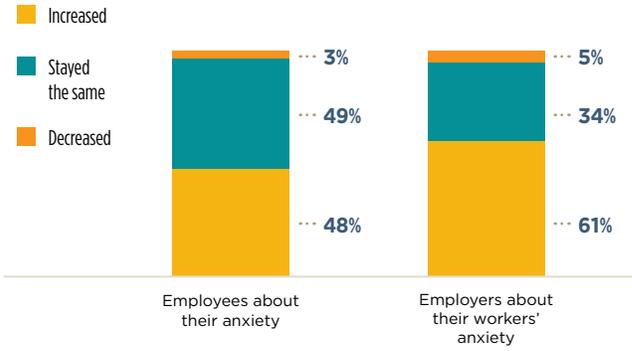
Nearly half of employees report an increase in anxiety since COVID-19



Women more likely to feel increased anxiety than men



## ANXIETY LEVEL CHANGE SINCE COVID-19



## MENTAL HEALTH BY NUMBERS



31.4

**Days of work** per year missed by employees with untreated depression<sup>1</sup>



5

**Mental health conditions** are the 5th top reason for a short-term disability<sup>2</sup>



2x

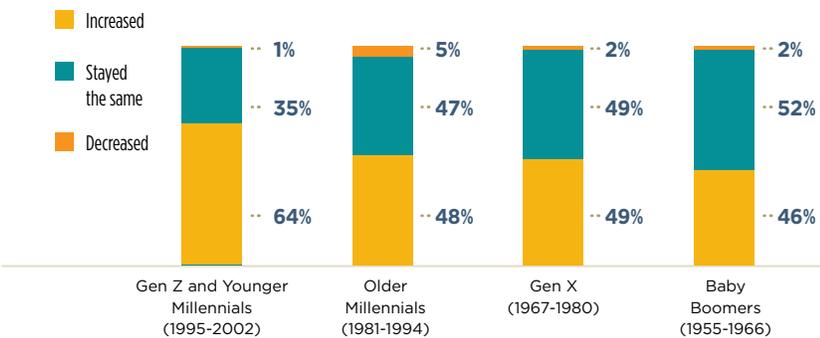
**An absence is twice as long** if a person has a mental illness as well as an injury or illness<sup>3</sup>



1<sup>ST</sup>

**Depression is the leading cause** of disability worldwide<sup>4</sup>

## EMPLOYEE ANXIETY LEVEL CHANGE BY GENERATION



of employees report depression or anxiety on a daily or weekly basis

Gen Z and younger Millennials were more likely to report depression or anxiety more frequently than their peers ages 30+



## EMPLOYERS CAN CREATE SUPPORTIVE WORKPLACES



of employers said managers have the appropriate training to assist employees who are seeking mental health support



of employees say it is important for senior leadership to speak about mental health and substance misuse

- ➔ Educate managers and employees on mental health
- ➔ Offer flexibility in scheduling, which can make a big difference for an employee with a mental health condition
- ➔ Provide an Employee Assistance Program
- ➔ Foster a dialogue about mental health
- ➔ Communicate often about mental health benefits for employees and their families



**NAMI HELPLINE** - Find out what support is available in your community: (M-F 10 a.m to 6 p.m. ET) call **800-950-NAMI (6264)** or email [info@nami.org](mailto:info@nami.org)

**CRISIS TEXT LINE** - Connect to a trained crisis counselor 24/7 by texting NAMI to **741-741**

**NATIONAL SUICIDE PREVENTION LIFELINE** - Get immediate help for you or someone you know: **800-273-TALK (8255)**



### Methodology

The Hartford's 2020 Future of Benefits Study was an online survey fielded in two waves. The first wave was fielded from Feb. 27 - March 13, 2020, just before the pandemic escalated in the United States, and included 761 employers and 1,503 employees. The second wave was fielded from June 15 - June 30, 2020 and included 567 employers and 1,038 employees.

The employers surveyed were HR professionals who manage/decide employee benefits and employees surveyed were actively employed. The margin of error is employer +/- 4% and employee +/-3% at a 95% confidence level.

<sup>1</sup> From NAMI

<sup>2</sup> Top five reasons for STD claims for last four years, excluding pregnancy, were musculoskeletal injury, cancers and other neoplasms, digestive conditions, and mental health conditions

<sup>3</sup> Analysis of four years (2014-2018) of The Hartford's workers' compensation and disability claims data

<sup>4</sup> <https://www.who.int/news-room/fact-sheets/detail/depression>

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