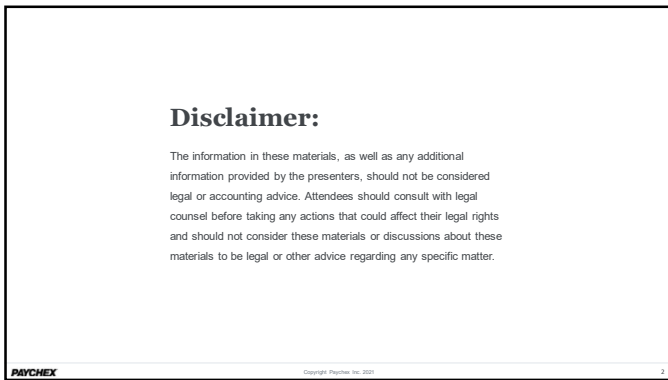




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Agenda

- Results of workplace mental health survey
- Disconnect between employee and employer results
- Cost of mental health challenges to company competitiveness
- 4 pillars of mental health
- Role of benefits in addressing mental health challenges in the workplace
- 6 steps to improve employee mental health in the workplace



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Mental Health Survey Results

Employees cited financial worries, isolation and health problems as top personal concerns







Increased anxiety: 31%	Reduced focus: 21%
Decreased enthusiasm: 24%	Increased depression: 20%
Decreased motivation: 22%	Decreased teamwork: 16%

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The High Cost of Mental Health Challenges in the Workplace

Current and potential business impacts of mental health challenges in the workplace as reported by employers.

Revenue is decreasing, or will decrease:	40%	
Profitability is decreasing, or will decrease:	39%	
Is losing, or will lose customers:	30%	
Morale is decreasing, or will decrease:	27%	
Output has diminished, or will diminish:	26%	
Competitiveness is decreasing, or will decrease:	20%	

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The Four Pillars of Mental Health

Meeting employee needs in each of these areas can help improve their mental health, morale, productivity, and more

Emotional Physical

Financial Social


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The Four Pillars of Mental Health

Emotional —

Managing thoughts, moods, and emotions constructively; feeling positive and enthusiastic about life and work



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The Four Pillars of Mental Health

Financial —

The sense of security and peace of mind that comes with living within your means, making informed financial decisions, and planning a retirement future


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The Four Pillars of Mental Health


Physical —

Caring for your body to stay healthy now and in the future



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The Four Pillars of Mental Health

Social —

Community, social support, learning from others

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How Benefits Can Help Improve Employees' Mental Health

- **66% of employees** Report feeling better about their employer after using a benefit
- **59% of employers** are not planning on offering any new programs

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How Benefits Can Help Improve Employees' Mental Health

60% of employees report that mental health support programs and benefits are important when considering whether to work for a company.

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How Benefits Can Help Improve Employees' Mental Health

To reduce stresses at work, employees also reported they wanted:

- Flexible scheduling, or the option to work remotely
- Regularly scheduled employee, or manager check-ins
- Responsive and confidential communication on HR-related questions
- Assistance finding caregivers for children, elders or other family members
- Nutrition or fitness programs
- Programs that offer referrals for financial assistance support

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6 Steps to Improve Mental Health in the Workplace

STEP 1 - Communication

- 54% of employees said they felt uncomfortable talking to their managers about mental health
- Communicate & develop trust

STEP 2 - Offer an (EAP)
Employee Assistance Program

- Gives employees confidential support

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6 Steps to Improve Mental Health in the Workplace

STEP 3 - Provide Education

- For example, train managers to **spot signs and symptoms** of a depressed mood or other issues and how to refer the employee to **seek professional help**

STEP 4 - Offered Benefits

- 60% of employees** report that mental health support programs and **benefits are important** when considering whether to work for a company

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6 Steps to Improve Mental Health in the Workplace

STEP 5 – Adopt HR Technology

- Save time, empower employees** to self-manage, and **reduce the frustration** of, repetitive tasks

STEP 6 – Data-Driven Decisions

- Get a view into the state of the business and its employees and **spot patterns to address** issues before they have an effect


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Thank You

Melissa Bollinger
mbollinger@paychex.com
 717.818.5977

Note: Research study and resources are available



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