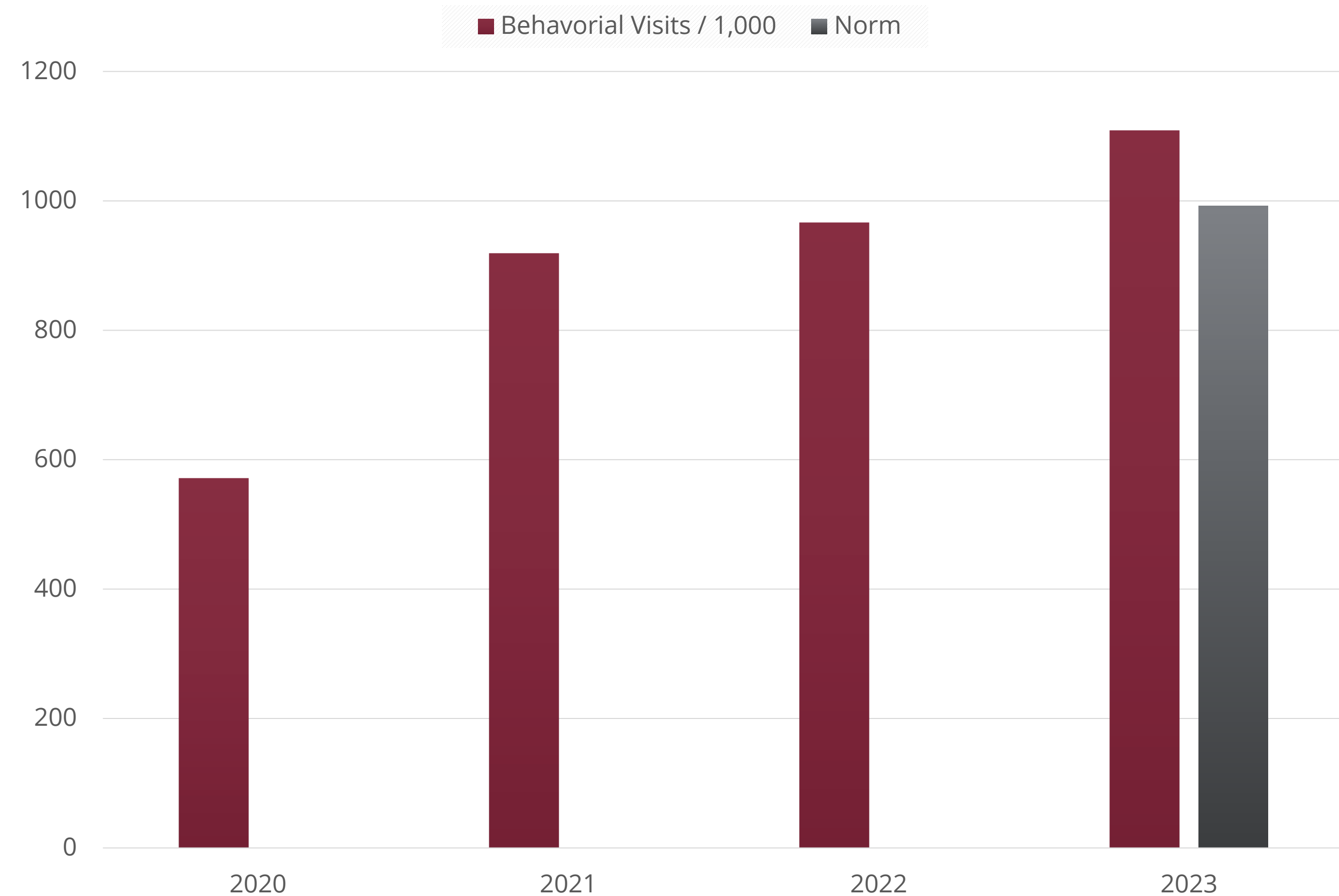


Mental Well-Being in the Workplace

Whitney Gorseger, MS, MCHES, CF-L2
Wellness Program Manager

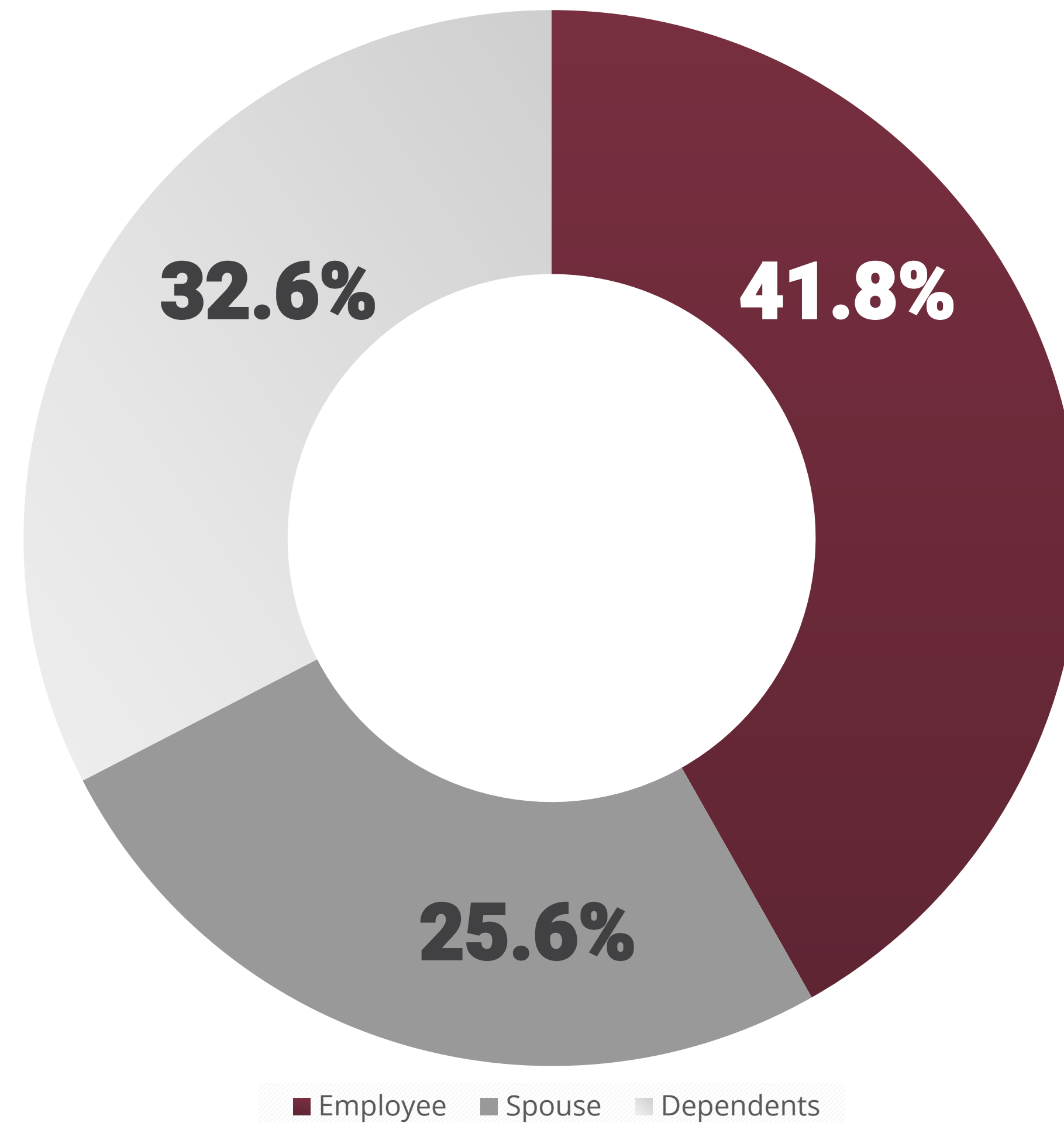
Behavioral Health Visits (year over year)

61.1% increase in behavioral health visits between 2020 & 2021.



Mental & Behavioral Health Distribution by Relationship (2023)

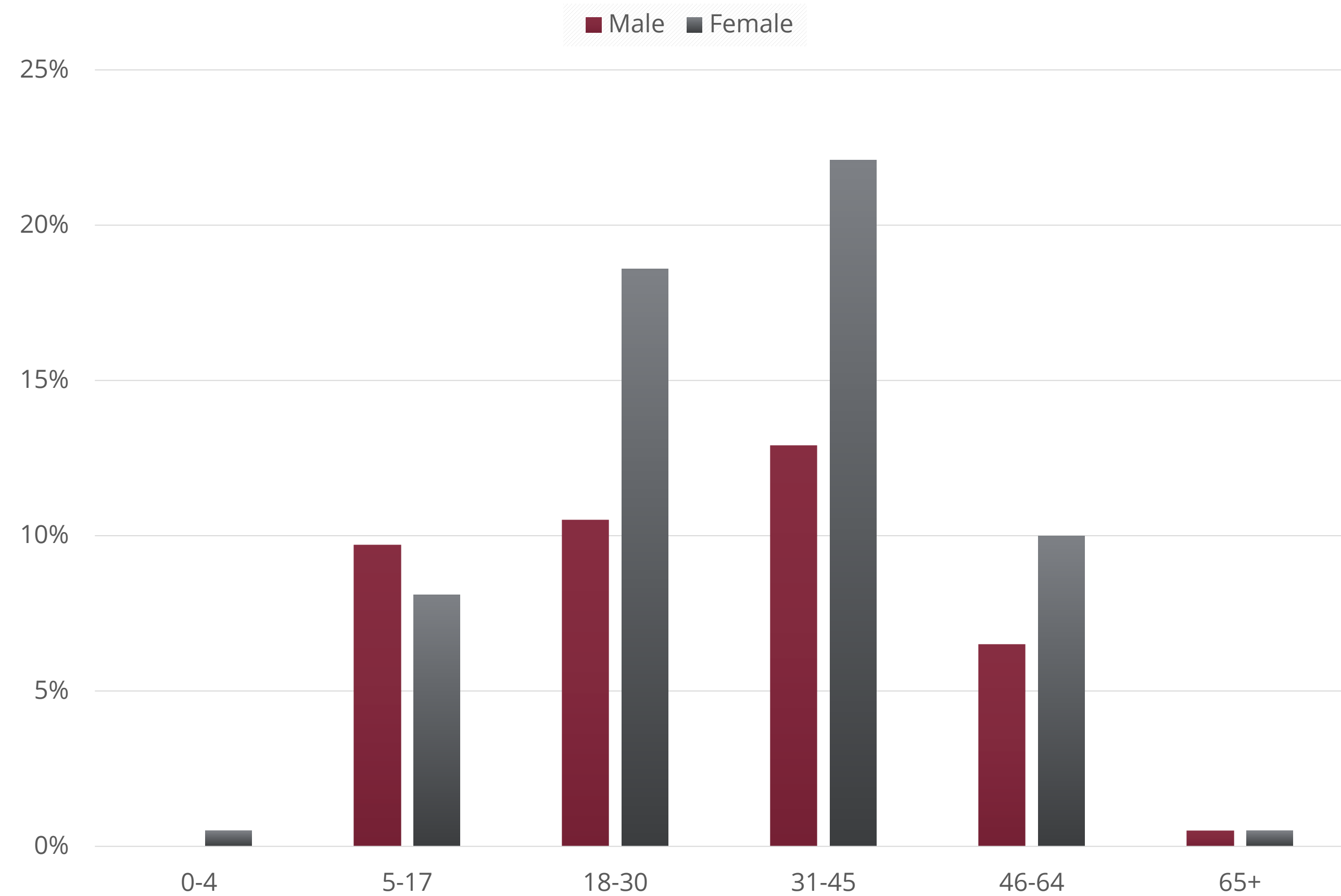
While spouses cost more on Garver's Health Insurance Plan, year over year, employees utilize the plan for mental & behavioral health visits more.



Mental & Behavioral Health Conditions Distribution by Age & Gender (2023)

Garver's average age is 39.

- 31% Female; 69% Male

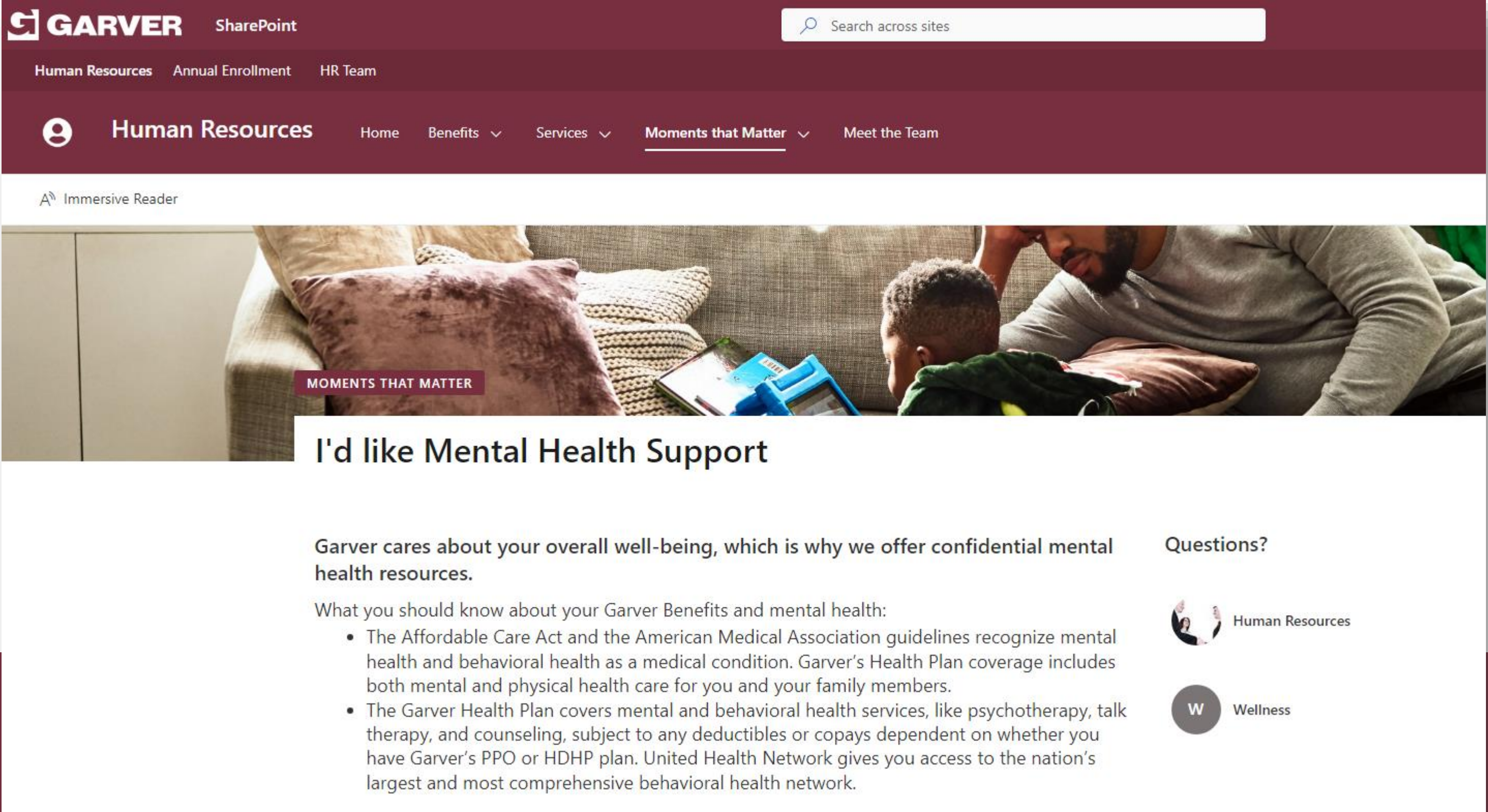




How is Garver addressing Mental Well-Being?

Garver's Mental Health Resources

- Health Insurance Coverage for Mental & Behavioral Health Services
- Corporate Chaplains of America
- SupportLinc
- Substance Abuse Hotline
- Suicide & Crisis Hotline



The screenshot shows the Garver SharePoint Human Resources page. At the top, there is a search bar and navigation links for Human Resources, Annual Enrollment, and HR Team. Below this is a main navigation bar with links for Home, Benefits, Services, Moments that Matter, and Meet the Team. The main content area features a large image of a man and a child reading together, with a 'MOMENTS THAT MATTER' label. Below the image is the article title 'I'd like Mental Health Support'. The article text states: 'Garver cares about your overall well-being, which is why we offer confidential mental health resources.' It then lists two key points about Garver's mental health benefits. On the right side of the page, there are links for 'Questions?' and 'Human Resources', and a 'Wellness' link at the bottom.

GARVER SharePoint

Human Resources Annual Enrollment HR Team

Human Resources Home Benefits Services Moments that Matter Meet the Team

Immersive Reader

MOMENTS THAT MATTER

I'd like Mental Health Support

Garver cares about your overall well-being, which is why we offer confidential mental health resources.

What you should know about your Garver Benefits and mental health:

- The Affordable Care Act and the American Medical Association guidelines recognize mental health and behavioral health as a medical condition. Garver's Health Plan coverage includes both mental and physical health care for you and your family members.
- The Garver Health Plan covers mental and behavioral health services, like psychotherapy, talk therapy, and counseling, subject to any deductibles or copays dependent on whether you have Garver's PPO or HDHP plan. United Health Network gives you access to the nation's largest and most comprehensive behavioral health network.

Questions?

Human Resources

Wellness

Thinking Outside the Box

- Garver Wellness Podcast Series
- Social Media (Instagram & LinkedIn)
- Webinars powered by SupportLinc
- Wellness Challenges
- Quarterly Surveys
- Vulnerability



 @garver_wellness





What are some strategies you could implement at your organization?

Take a Holistic Approach to Mental Well-Being

- Work with your Insurance Broker to understand health care claims costs associated with mental & behavioral health visits, among other high care claimants
- Flex time or scheduled breaks
- Be open about your own experiences
- Incentivize PDHs surrounding mental health
- Soft skills training for supervisors

A group of approximately ten people are lying on their backs on mats on a green lawn, participating in a yoga or meditation session. A woman in a black top is kneeling on a pink mat in the foreground, facing the group. The participants are dressed in casual to business-casual attire. The background shows a well-maintained lawn with some landscaping, including a white pillar and a black lamp post.

What are some potential resources to promote at your organization?

Create an Environment that is Psychologically Safe

- Utilization of Employee Benefits
- Flex time
- Your own vulnerability
- Substance Abuse and Suicide & Crisis Hotlines
- Mental Health First Aid for the Workplace

