

Supporting Employee Mental Health

Your employees' minds need healthcare too.



In addition to driving significant healthcare and economic costs for employers, behavioral health needs are a heavy financial burden for employees and their families.

Prevent burnout. Protect employees' mental health.

Burnout is a relatively new term for a rather common experience. Left untreated, burnout can present as physical, mental and emotional illness—impacting overall health down the road.

How can employers support employees' mental wellbeing?

Acknowledge uncertainty and anxiety.

As employees leave their homes to return to offices and social environments, it's normal to feel uncertain and anxious. Acknowledging that we are all in a readjustment period will help teams normalize and navigate the struggle. Writing down feelings, fears and hesitations about emerging from the pandemic can help organize thoughts and break down what's really causing anxious or stressful feelings.

Communicate

Help prevent burnout by encouraging open lines of communication between employees, human resources and managers. Encouraging employees to speak with a mental health professional about burnout can help them identify triggers, set priorities and create a detailed plan to recover.

Practice self-care

Encourage employees to prioritize self-care and work/life balance when stress or anxiety arise. You can suggest they commit to staying active, making healthy food choices and getting enough sleep. Now more than ever, these habits will help to reduce stress levels about the unknown.

The burden of burnout

68%

of those with a mental health need have gaps in care.¹

77%

of employees have experienced burnout at their current job

+50%

experienced more than one occurrence²

~70%

of employees feel their employers are not doing enough about burnout²

The cost of burnout

63%

of employees are more likely to call out sick

2.6x

are likely to look for a new job

23%

more likely to visit the emergency room

\$125–190B

estimated cost per year in healthcare expenses in the United States³

At Included Health, we're breaking down barriers by offering a single solution that increases access and treats a wide range of mental health needs—from stress and burnout to alcohol abuse and bipolar disorder, we support all types of mental health challenges and conditions.

Our Behavioral Health solution focuses on increasing access and delivering high-quality, comprehensive coverage. Through a virtual-first approach—including videos and text based modalities—we bring convenient, accessible behavioral health care to everyone.

1. Robert Wood Johnson Foundation, 2011.
2. Deloitte: Workplace Burnout Survey
3. Gallup: Employee Burnout, Part 1: The 5 Main Causes

