

lyra

Founders Circle

October 14, 2020

How 2020 stressors show up at work

Low Morale & Social Disconnection

- Poor communication quality, frequency
- High blame and low empathy
- Greater conflict on teams

Stress & Burnout

- Chronic overwhelm or exhaustion
- Apathetic or cynical attitude about work
- Marked decline in work performance or unable to disconnect from work

Wellbeing Concerns

- Negative shift in mood or behavior
- Cognitive difficulties
- Impaired sleep, eating, or hygiene
- Statements indicating hopelessness or self-harm

How to help your employees cope and thrive

Rebuild & Social Cohesion

- Clarify expectations, rationale for communication
- Provide opportunity for informal social connection
- Reorient to the shared mission, bigger purpose

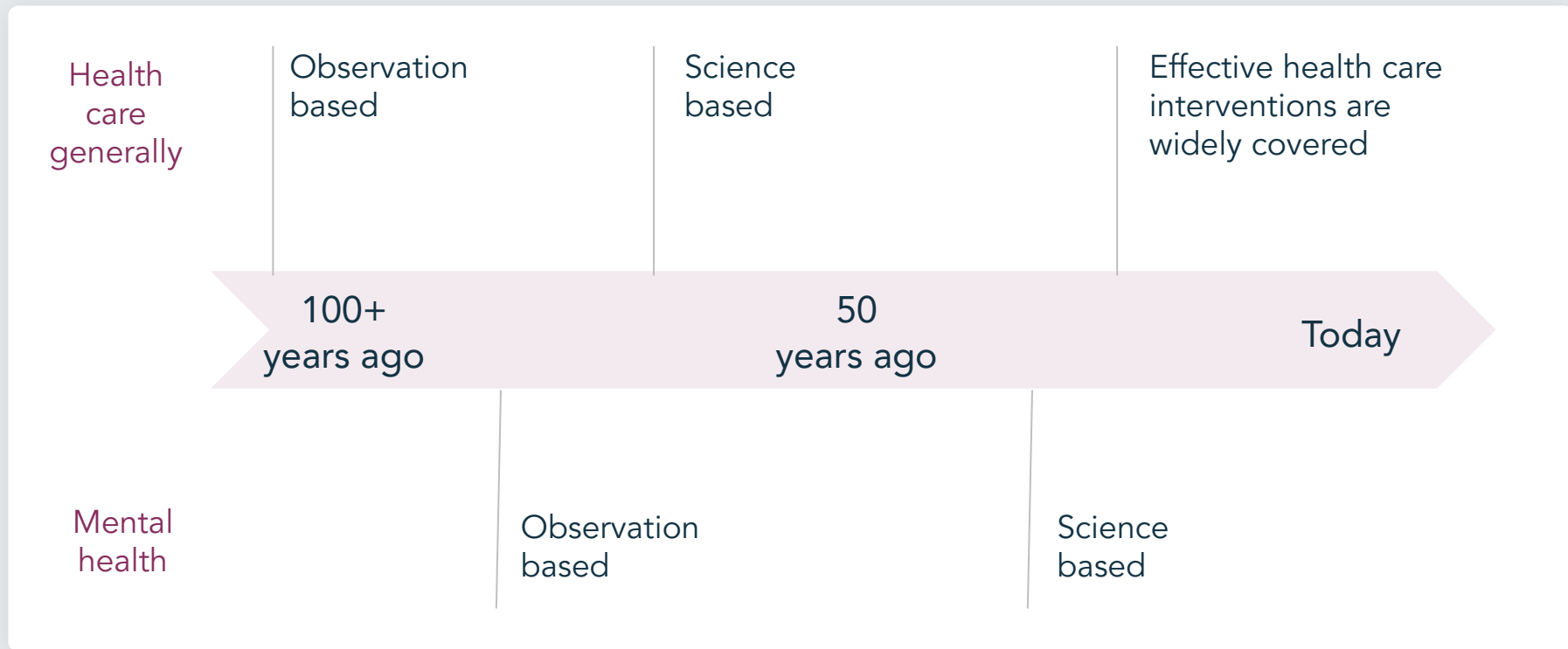
Lead with Empathy

- Demonstrate your humanity and model self-care
- Offer flexibility to meet personal obligations
- Emphasize mentorship, professional development

Provide Mental Health Resources

- Train managers to spot distress, check in, refer to resources (e.g. EAP)
- Ensure mental health benefits are effective for full spectrum of need
- Consider workshops, peer champions to overcome stigma

Some historical context



What exists today in mental health

- “Parity Act” (2007) and the ACA (2010) put mental health care on par with physical health care
- Most health plans offer mental health services but the primary design objective is cost minimization
- Companies generally also offer Employee Assistance Programs (EAPs), which are not widely used
- Innovative mental health solutions are available which use technology to offer access to high quality therapy, coaching, and self-care

Measuring success of your mental health program

- Engagement
- Access
- Quality
- Comprehensiveness
- Employee satisfaction