Employee Perspectives on their Mental Health During COVID-19

Understanding the Results of June 2020 Nationwide Survey
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Speakers

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Driving Innovation, Health and Value
You can submit your questions/observations through the question box in the GoToWebinar platform.

The webinar recording and a copy of the slides will be sent to all registrants after the webinar.
Goal of survey

- Hear from U.S. workers how the simultaneous public health crisis, economic downturn, and national conversation on systemic racism is affecting their mental health
- Understand:
  - Symptoms they’re experiencing
  - How workers are coping
  - What support they’re getting from their employer
- 19-question survey included:
  - How much would you say events over the past few months have interfered with your ability to work?
  - Do you think your employer supports your mental health or offers you enough resources to support your mental health?
  - Are you or have you considered a career change because of stress caused over the past three months?
Survey methodology & respondents

1,265 responses between June 25-30, 2020
U.S. residents, 18+ years old, and employed full-time

Source: Lyra Health & National Alliance Employee Survey June 2020
Employees are experiencing simultaneous challenges

The pandemic, racial injustice, and economy have all had significant impacts

Source: Lyra Health & National Alliance Employee Survey June 2020
Top mental and emotional issues affecting U.S. workers

62% worried about their future or their family’s future

Source: Lyra Health & National Alliance Employee Survey June 2020
Mental health issues making it difficult to work

65% report mental health issues have directly impacted their ability to work

Source: Lyra Health & National Alliance Employee Survey June 2020
While many are impacted few are receiving treatment

Respondents under 35
1.7x more likely to have sought care

14% report receiving treatment

Source: Lyra Health & National Alliance Employee Survey June 2020; Lyra product data
Some employees are in significant distress

In the survey 11% reported thinking about harming self or others

12% people registering for care with Lyra report thoughts of self-harm or suicide - a 33% increase since January

Source: Lyra Health & National Alliance Employee Survey June 2020; Lyra product data
There is some hope on the horizon

Clients reporting some optimism

58%
believe negative feelings will improve in the next few months

Providers seeing benefits for clients

80%
Lyra providers report unexpected positives for their clients - more time with family, gaining new perspective

Source: Lyra Health & National Alliance Employee Survey June 2020; late March survey of 450 Lyra therapists
How they’re feeling about employer support

Employees who don’t feel supported are 2x likely to be considering a career change

Not all companies providing same support

- 47% say employer has not communicated any message of support related to either the pandemic or social injustice
- 40% don’t believe their employer cares about their mental health, beyond their ability to be productive
- 38% report their stress levels are so high they’re considering a career change

Source: Lyra Health & National Alliance Employee Survey June 2020
Resources for employers and employees
Ways employers can offer more support

- Break the silence on mental health
- Communicate openly and often
- Encourage managers to check-in with team
- Notice the signs of distress
- Connect those with serious conditions to care
Tele-behavioral health
- Dramatic impact on the delivery of telehealth and tele-behavioral health services.
- Regulatory barriers have rapidly come down - must make these permanent
- Raise the bar on Tele-behavioral requirements

Screening and testing for MHSUD (like COVID-19)
- Ramp up and expand screening and testing for MHSUDs to identify and track the need
- Early identification will allow for triage of more serious cases
- Measurement-based care improve patient outcomes by 20% to 60%.

Integration of behavioral health into primary care
- As demand for BH escalates the need for integration in primary care has never been greater
- Virtual tele-behavioral healthcare delivery must be extended to primary care providers.
Questions?

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