

Employee Perspectives on their Mental Health During COVID-19

Understanding the Results of June 2020 Nationwide Survey July 24, 2020





Speakers



MODERATOR

Karlene Lucas

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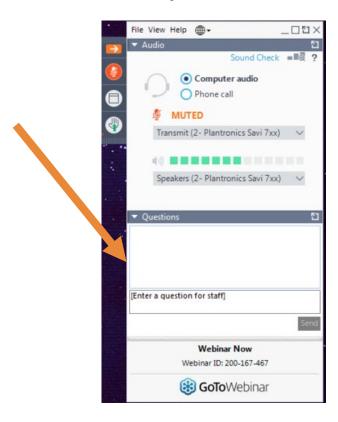


Sean McBride Head of Partnerships Lyra Health





Participation



- 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.

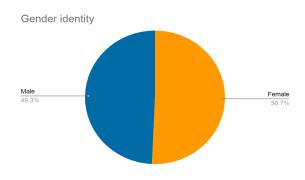
Goal of survey

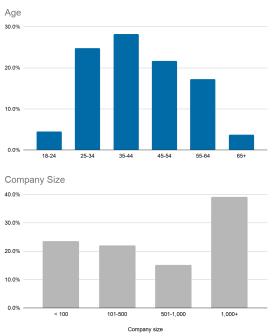
- Hear from U.S. workers how the simultaneous public health crisis, economic downturn, and national conversation on systemic racism is affecting their mental health
- Understand:
 - Symptoms they're experiencing
 - How workers are coping
 - What support they're getting from their employer
- 19-question 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?

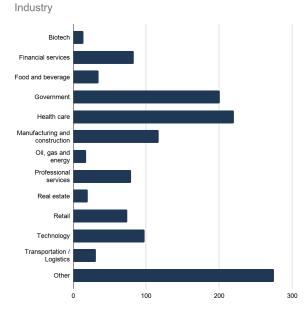
Survey methodology & respondents

1,265 responses between June 25-30, 2020

U.S. residents, 18+ years old, and employed full-time



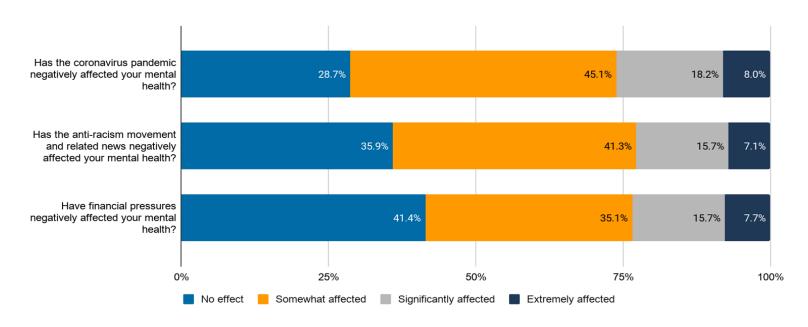




Source: Lyra Health & National Alliance Employee Survey June 2020

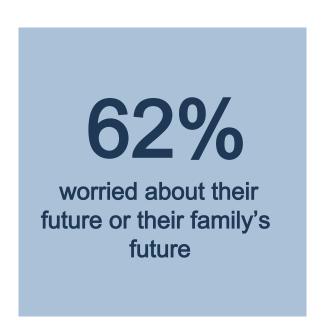
Employees are experiencing simultaneous challenges

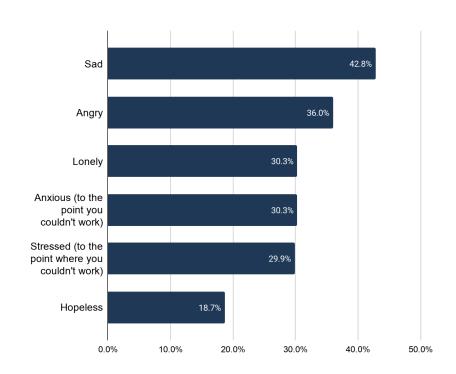
The pandemic, racial injustice, and economy have all had significant impacts



Source: Lyra Health & National Alliance Employee Survey June 2020

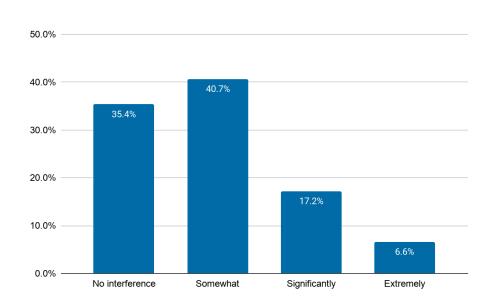
Top mental and emotional issues affecting U.S. workers





Mental health issues making it difficult to work

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



40%

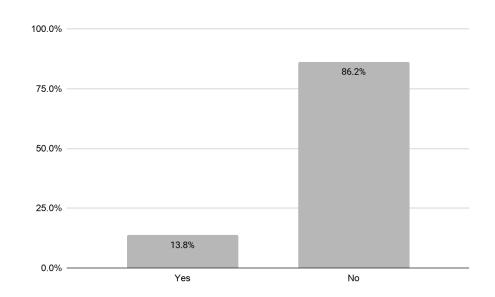
have felt or come close to feeling completely burned out

Source: Lyra Health & National Alliance Employee Survey June 2020

While many are impacted few are receiving treatment

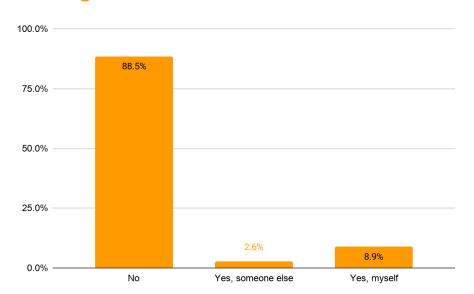
Respondents under 35 1.7xmore likely to have sought care

14% report receiving treatment



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

lyra

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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

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







Mental Health - a Crisis Exacerbated



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 nee
- 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.



Preparing for the Second Wave The Path Forward for Mental Health and Substance Use in the Face of COVID-19

> everyone—even those that have not faced the virus. A "second wave" will be reported and are likely to rise. COVID-19 is causing an increase in MHSUD:

- result in a direct increase in depression and addiction. Deaths from suicide and
- Fear of COVID-19 The rational concern of contracting or passing along the virus, particularly for those unable to work at home can result in increased rate of anxiety and substance use disorders
- Social Isolation The new normal of sheltering in place further isolates us and
- Increase in Demand social effects of tox especially true for
- Loss of Purpose Is

These factors like the unde wave" is essential. The Port

Tele-Behavioral Health for Employee Pre-COVID Practices and Recommendations for a Post COVID Path Forward

> Adam C. Powell, Ph.D. atthias B. Bowman, M.B.A. Henry T. Harbin, M.D.

Funded by the Mental Health Treatment and Research Institute LLC.

















Questions?



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