



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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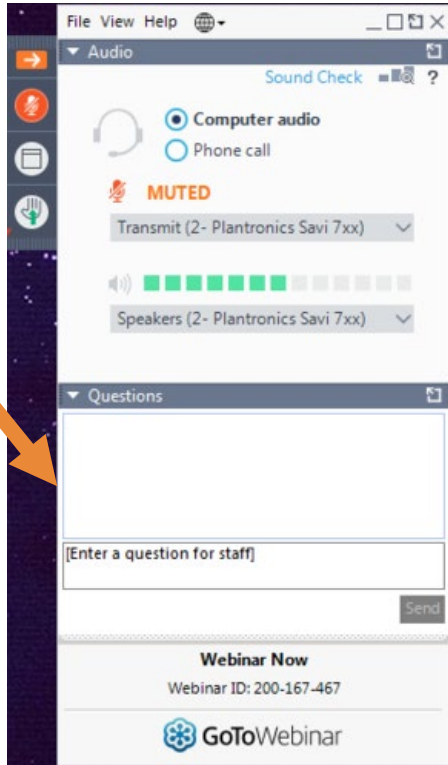


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Participation



- 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

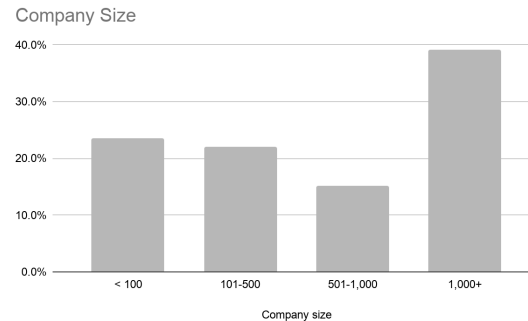
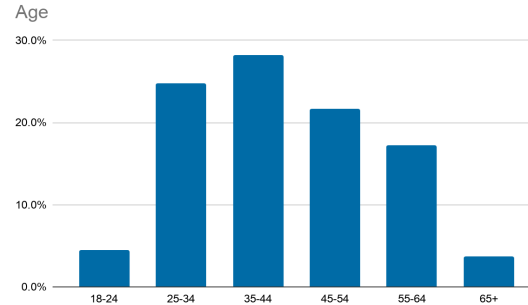
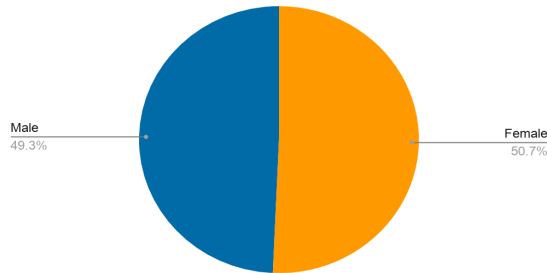
- Hear from U.S. workers how the simultaneous public health crisis, economic downturn, and national conversation on systemic racism is affecting their mental health
- Understand:
 - Symptoms they're experiencing
 - How workers are coping
 - What support they're getting from their employer
- 19-question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

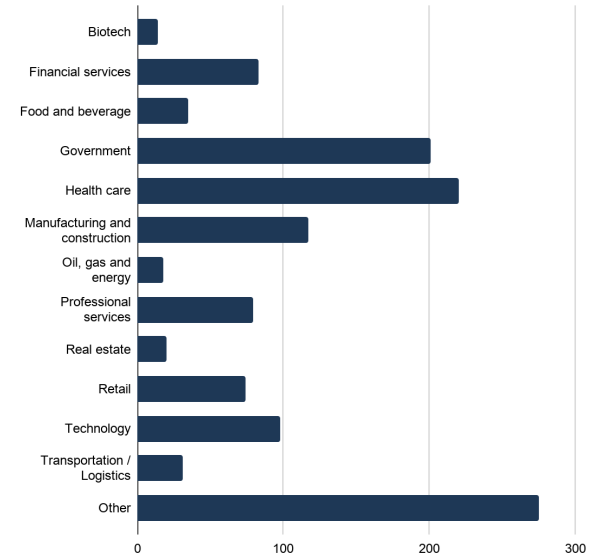
1,265 responses between
June 25-30, 2020

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

Gender identity

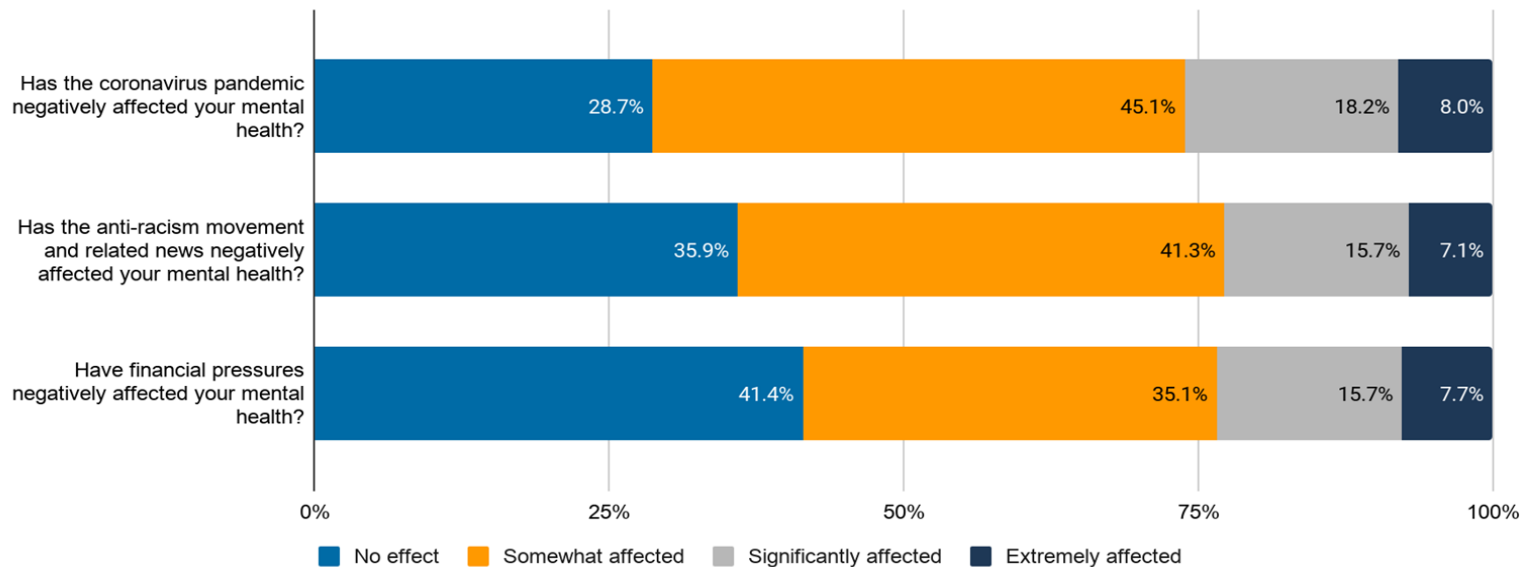


Industry



Employees are experiencing simultaneous challenges

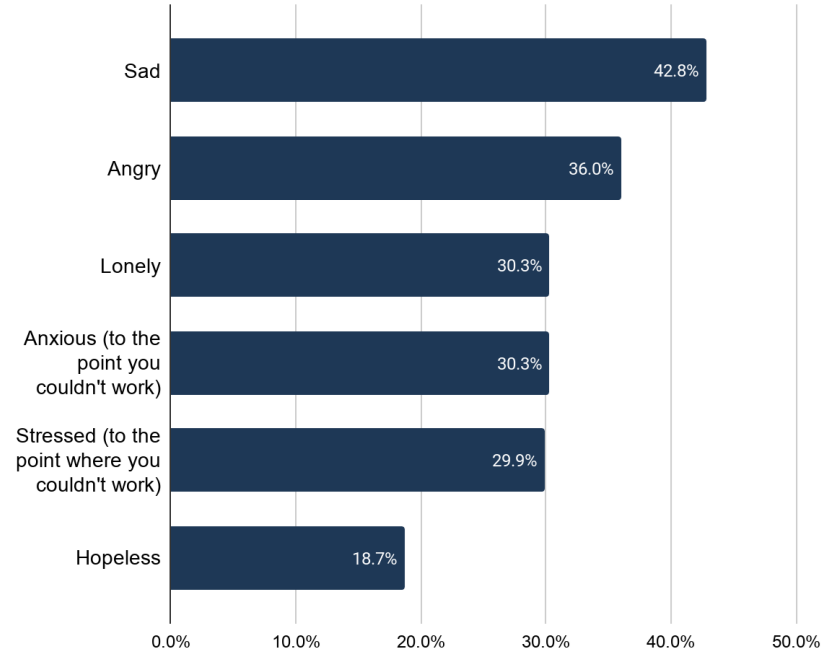
The pandemic, racial injustice, and economy have all had significant impacts



Top mental and emotional issues affecting U.S. workers

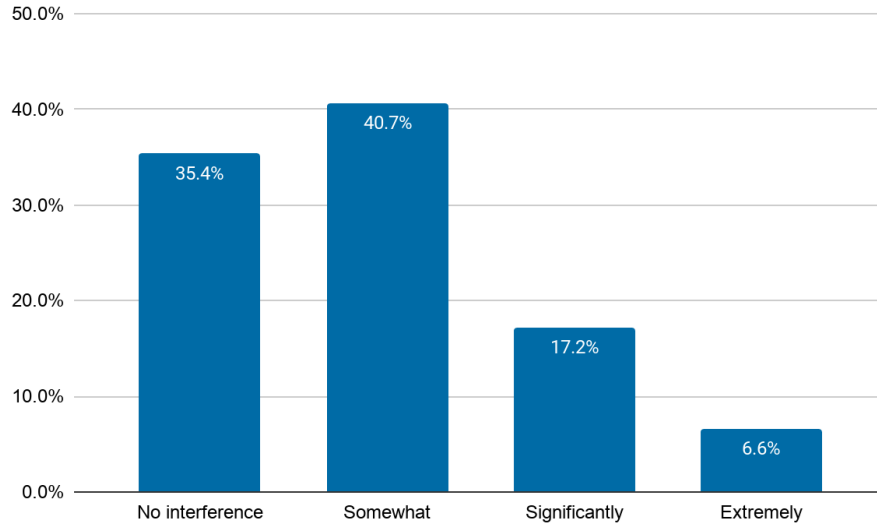
62%

worried about their
future or their family's
future



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

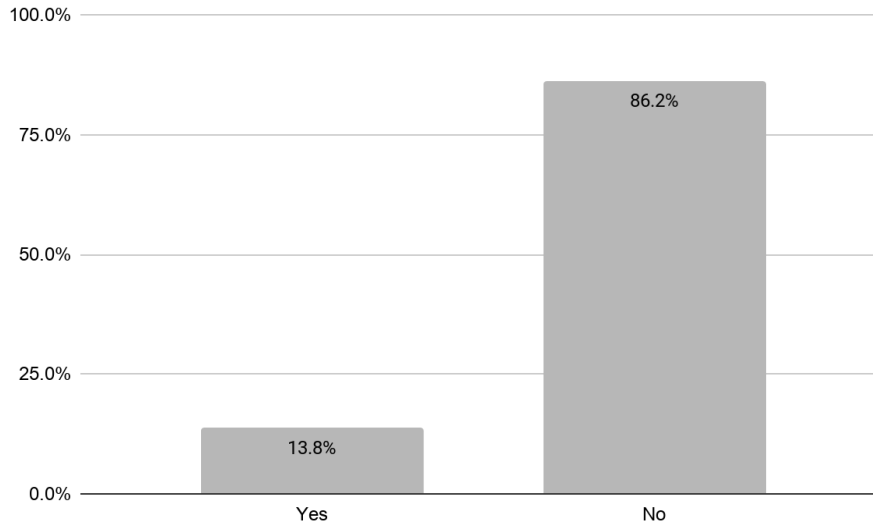
While many are impacted few are receiving treatment

Respondents under 35

1.7x

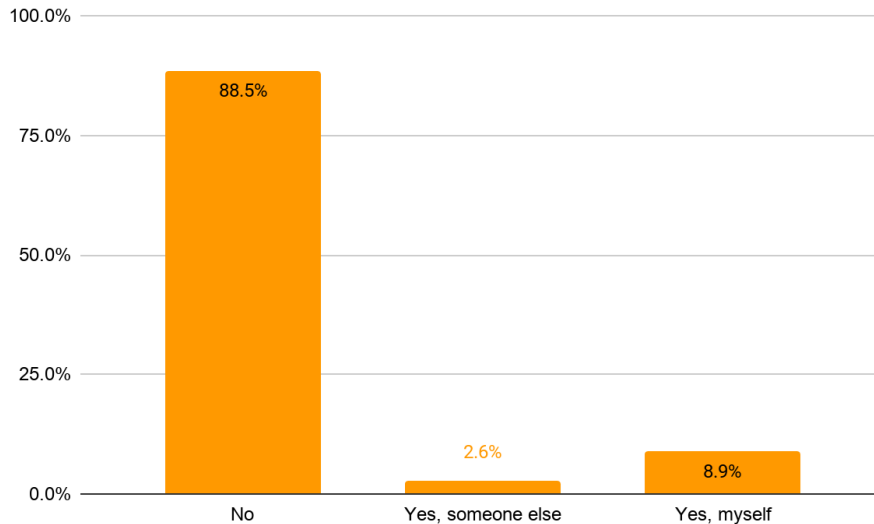
more likely to have
sought care

14% report receiving treatment



Some employees are in significant distress

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



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

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

How they're feeling about employer support

Employees who don't
feel supported are

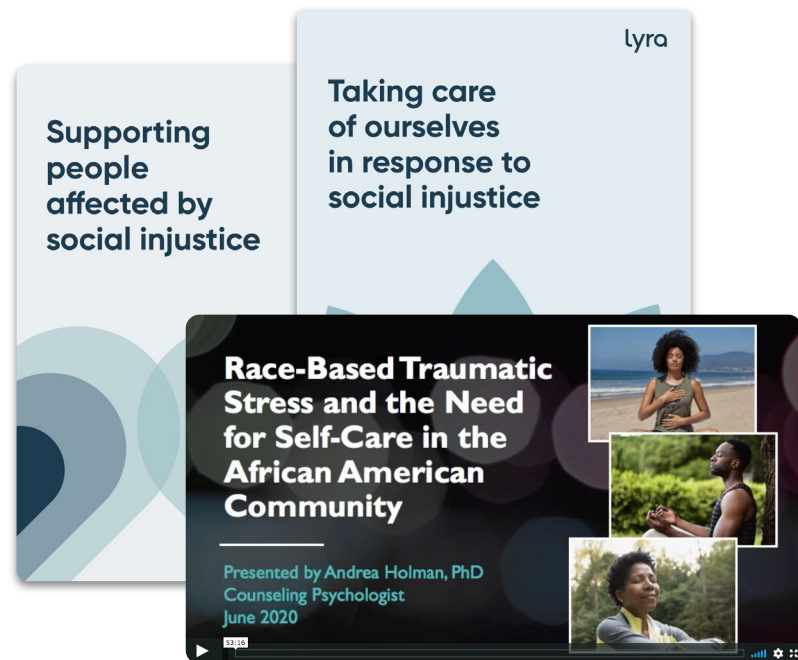
2x

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 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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