

POST-COVID EMPLOYEE WELLBEING

Presented by: Jill DiGrappa

AGENDA

- 1** What Employees are Experiencing
- 2** How Organizations can Support
- 3** The “New” Well-Being



Jill DiGrappa

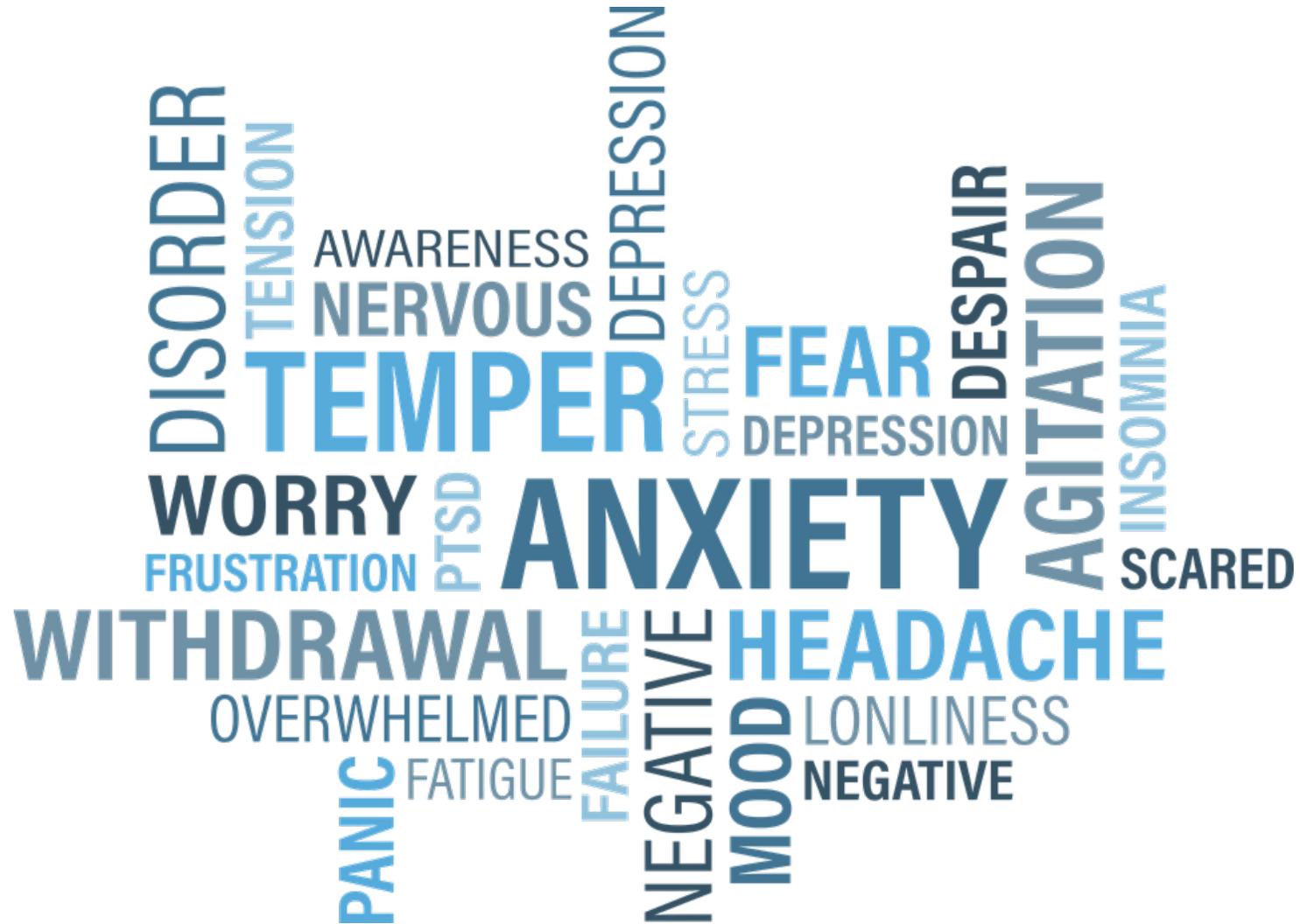
Wellness Advisor





WHAT EMPLOYEES ARE EXPERIENCING

MIXED EMOTIONS



COVID-19 IMPACT ON WELL-BEING

Q: "To what extent have COVID-19-related work/life changes impacted your well-being?"

Percentage reporting well-being is "worse"



*Statistically significant difference between reporting periods.



Source: Optum Comparative Insights April 2020

MENTAL HEALTH STIGMA

It would be easier to employees to disclose a mental health issue if...



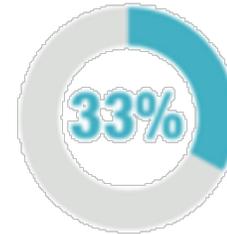
Their employer were supportive



They were aware of resources



The workplace was open about mental health



Someone within the company talked to them about mental health



HOW ORGANIZATIONS CAN SUPPORT

START WITH LEADERSHIP

1

Encourage flexibility

2

Share stories

3

Demonstrate empathy

4

Keep morale up

5

Look for warning signs of mental distress

WARNING SIGNS OF MENTAL DISTRESS

What to look for	What to do
<ul style="list-style-type: none">- Excessive worrying or fear- Avoiding friends/coworkers and social activities- Seeming tired/low energy- Seeming excessively sad or unhappy- Arriving to work late/leaving early/taking long breaks- Confused thinking or problems concentrating- Extreme mood changes, including rapid or dramatic shifts in emotions or depressed feelings- Prolonged or strong feelings of irritability or anger- Changes in sleep or eating habits- Multiple physical ailments without obvious causes (such as head/stomach aches, vague and ongoing “aches and pains”)- Inability to carry out daily activities/work duties- Abuse of substances like alcohol or drugs- Acting recklessly or engaging in risky activities- Threatening to hurt, kill or seeking access to a means to harm oneself	<ul style="list-style-type: none">- Provide access to and continually communicate mental health resources (benefit plan, EAP, local resources)- Encourage managers to show empathy- Be available for employees to talk to, and listen nonjudgmentally- Normalize the conversation around mental health (have leadership share stories or send an email promoting the EAP)- If someone you know needs help, call the National Suicide Prevention Lifeline at 1-800-273-8255 or call 911

COMMUNICATE, COMMUNICATE, COMMUNICATE

1

Share the details

2

Focus on virtual resources

3

Promote reliable information

4

Talk about the future with optimism and honesty

RE-BUILD A CULTURE OF WELL-BEING

1

Encourage routine

2

Support each other

3

Re-think the 9-5

