

Insight

An e-newsletter for leaders from your Advocate Aurora Employee Assistance Program

Improving workplace mental health

Employers are encouraged to take the lead

According to a new 2023 State of Workforce Mental Health report issued by Lyra Health, Inc., more workers today view employer-provided mental health support as a right, not only a perk. Increased workplace stress, anxiety, depression and burnout have moved mental well-being to the forefront for most employees.

Increasing numbers of workers face mental health struggles. 28% of Lyra respondents reported that **“My mental health has declined in the past 12 months.”**

However, for various reasons, many employees still struggle to get the mental health care they need.

Spreading the word

Lack of awareness of employer-provided mental health resources is keeping employees from getting care. In the Lyra report, of those who said they weren't sure what mental health resources their employer offered, just 12 percent received mental health care in the past year.

Normalizing mental health conversations

Workplaces can foster open dialogue around the importance of mental health. The Lyra report indicates that more employers today are discussing mental health. Despite that, many employees still fear their reputation, relationships, or job status could be jeopardized if they disclose their mental health struggles at work. When you normalize and prioritize mental health conversations over time, you lessen any stigma associated with seeking mental health care. This stigma remains a significant obstacle to getting care.

Maintaining an open dialog can encourage more people to seek the care they need. **Employers can share information about the resources offered by the EAP, such as short-term counseling and mental health referrals.** Employers should spread the word that seeking assistance from the Advocate Aurora EAP is 100% confidential. They can also educate employees about other wellness programs available and encourage employees to participate.

Leading by example

Increasing numbers of employers are adding mental health benefits to better support their employees' total well-being. Successful organizations understand the link between workforce mental health and business outcomes. Taking proactive steps to improve employee mental health can pay big dividends. Employers will be rewarded with a healthier, more engaged, more productive workforce.



For more information, please call Advocate Aurora EAP at 1-800-236-3231.

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CONTINUED ON BACK

Advocate Aurora EAP: Partnering for your continued success

As our world continues to change, workplace culture is evolving with it. The Advocate Aurora Employee Assistance Program (EAP) continues to provide innovative solutions to help employees stay healthy, while containing health care costs and increasing productivity. Our confidential services support employees and their families to successfully manage home and workplace challenges.

Advocate Aurora EAP provides a range of resources that promote good mental health, too. Leaders are reminded to tap into the EAP as a trusted resource to help meet the challenges of today.

EAP Support and Work/Life Services

Advocate Aurora EAP offers a range of customized solutions, such as:

- Employee support for mental health and alcohol or other drug concerns
- Behavioral health wellness programs
- Leadership coaching and skill-based training
- Organizational development and much more

Management Consultation and Employer Services

The EAP is available for management consultations and organizational support 24/7. Your EAP account executive serves as a valuable resource who can consult on:

- Sensitive workplace issues
- Training
- Staff development
- Guidance on workplace policies and procedures
- Drug and alcohol consultations, including DOT services
- Supervisory referrals
- Health fair and Wellness Committee participation



Educational Programs and Management Training

Advocate Aurora EAP offers onsite training sessions, or can host them in centralized locations or through convenient webinars. Our experienced trainers are skilled in program content and delivery. They offer timely workplace topics such as:

- EAP supervisory training
- Conflict management
- Dealing with loss at work (tips for managers)
- Emotional intelligence
- Building a culture of inclusion
- Harassment awareness
- Managing for health and productivity
- Depression awareness in the workplace
- Managing change
- DOT/AODA training for supervisors
- Building resilience
- Interpersonal communication styles
- Effective communication with challenging employees

Teamed for success

Organizational success depends on having a healthy — both physically and mentally — productive workforce. Advocate Aurora EAP is here to help employers and their employees in this important endeavor.

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