

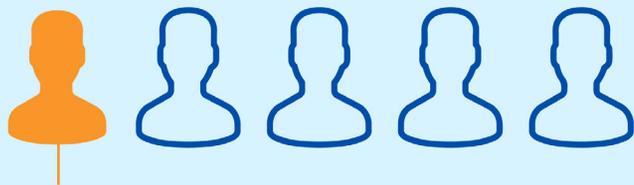


UNDERSTANDING BEHAVIORAL HEALTH IN THE WORKPLACE

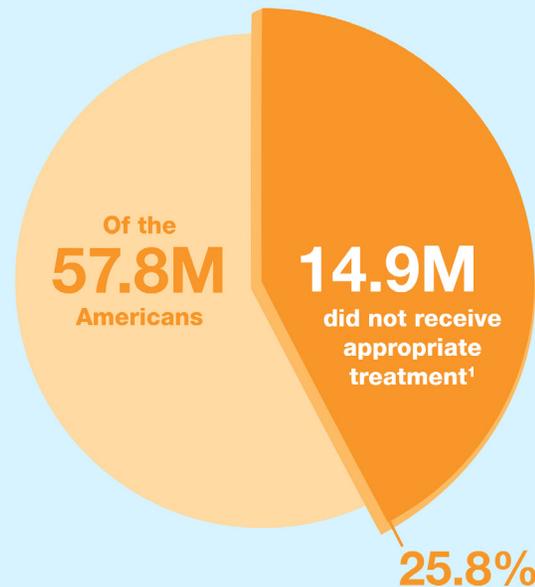


A GROWING PROBLEM WITHOUT A GROWING SOLUTION

Our country has a mental health problem. In fact, **almost 1 in 5 (19.1%) Americans have experienced a mental health condition.**¹ The fastest growing problem areas are depression and opioid abuse, as well as suicidal thoughts, plans and attempts.



57.8M Americans suffer from a behavioral health or substance abuse condition¹



NOT JUST A SOCIETAL PROBLEM— A WORKPLACE PROBLEM



of employees have taken a disability leave for a mental health condition



of employers have received a request to accommodate drug addiction in the last year



of employers have received a request to accommodate a mental health condition in the last year



of all LTD claims are mental health related²

Mental health and substance abuse are issues employers are facing, and will continue to face. So why are companies finding it difficult to find solutions for these problems?



TOP 5 EMPLOYER CHALLENGES IN ACCOMMODATING BEHAVIORAL HEALTH CONDITIONS

- 1 Workers hiding their conditions, fearing the stigma - 64%
- 2 Managers unable to recognize behavioral health conditions - 52%
- 3 Difficulty understanding permanence of symptoms - 47%
- 4 Prejudice against those with mental health conditions - 30%
- 5 Lack of knowledge accommodating mental health conditions - 26%

THESE CHALLENGES LEAVE EMPLOYERS WITH LITTLE CONFIDENCE

Together, these challenges lead to lack of confidence by employers. **Less than 1/3 feel very confident accommodating the mental health and drug addiction issues of their employees.** So it's not just the employees in need of help. It's also the employers.



Only **29%** of employers feel very confident accommodating employee mental health conditions



Only **28%** of employers feel very confident accommodating employee drug addiction

Mental Health Disability Leaves: 2x Longer³



THE COST OF BEHAVIORAL HEALTH CONDITIONS IS HIGH

Behavioral health-related claims can be lengthy and costly. Employers aren't sure what they can do to combat these issues. **Only 10% of employers even offer basic behavioral health assessments.** And when employee mental health isn't addressed, leaves get longer and costs rise.



\$232k

Costs associated with an employee's mood disorder⁴



\$800k

Average annual cost HR managers say they incur having extended job vacancies⁵



THE RIGHT PARTNER HELPS YOU FIND THE RIGHT SOLUTIONS

Finding the right carrier partner is the best way to start supporting the mental health of your employees. **A disability carrier's involvement in stay-at-work and return-to-work plans increases employees' use of workplace resources by 22%.³** The more employees feel supported, the better they feel about their employer.

Working with the right carrier can help you:

- Create a stigma-free workplace through education and training
- Provide communication from leadership that clearly address behavioral health issues
- Encourage employees to disclose issues early so they can be properly addressed
- Assist employees in coordinating treatment and obtaining mental health services
- Find creative ways to accommodate the individual mental health needs of employees



GET MORE INSIGHTS TO HELP SUPPORT THE BEHAVIORAL HEALTH OF YOUR EMPLOYEES.

[Learn More](#)



All statistics from the Absence and Disability Readiness Index report unless otherwise noted. Source: Absence and Disability Readiness Index report, The Standard, November 2018, based on survey conducted by Versta Research.

¹ SAMHSA, Center for Behavioral Health Statistics and Quality, National Survey on Drug Use and Health, 2018.

² IBI Health and Productivity Benchmarking 2018.

³ Employee Disability Leave Study, The Link Between Disability Management and Employee Productivity, The Standard, May 2018, standard.com/eforms/19911.pdf. Note: The survey excluded employees who had filed a workers' compensation claim exclusively as a result of their illness or injury or who took maternity leave.

⁴ Cost of excess health care treatments and lost work time per every 1,000 U.S. employees. Source: Integrated Benefits Institute. Health and Productivity Impact of Chronic Conditions: Mood Disorders. August 2017.

⁵ CareerBuilder Press Release. Apr 13 2017. The Skills Gap is Costing Companies Nearly \$1 Million Annually.

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