



Virtual Town Hall

Supporting Employee Mental Health Through Transitions



Right Direction: A Partnership

AMERICAN
PSYCHIATRIC
ASSOCIATION
FOUNDATION



CENTER FOR
**WORKPLACE
MENTAL HEALTH**



EMPLOYERS HEALTH®

rightdirectionforme.com

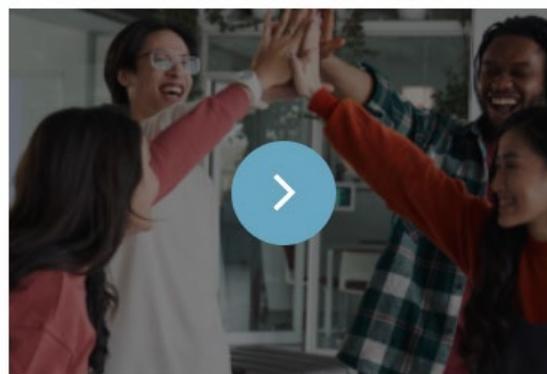
RIGHT
DIRECTION

What is Right Direction?

A high-impact and turnkey initiative to raise depression awareness, reduce stigma, and promote help-seeking behaviors



Gratitude in the Workplace



Video

A Conversation with Young Professionals on DEI



Video

Changing the Conversation in Workplace Mental Health

rightdirectionforme.com



Apply for Young Professional Focus Group

Who should apply?

- Young professionals
- Ages 22 to 30
- Lived experience with depression

What's involved?

- Input on depression and mental health resources, and the Right Direction website:
- 90 min Focus Group
- Pre-work activity

Receive a \$100 gift card in return.

Link to Application: <https://lnkd.in/g8ScJiZT>

Today's Presenters



Emma Jellen

Associate Director, Center
for Workplace Mental
Health, American
Psychiatric Association
Foundation



Meg Connelly

People & Organization
Consultant, PwC

Ways to Support Employee Mental Health During Your Transition Back to the Workplace

Emma Jellen, Associate Director, APAF Center for Workplace Mental Health

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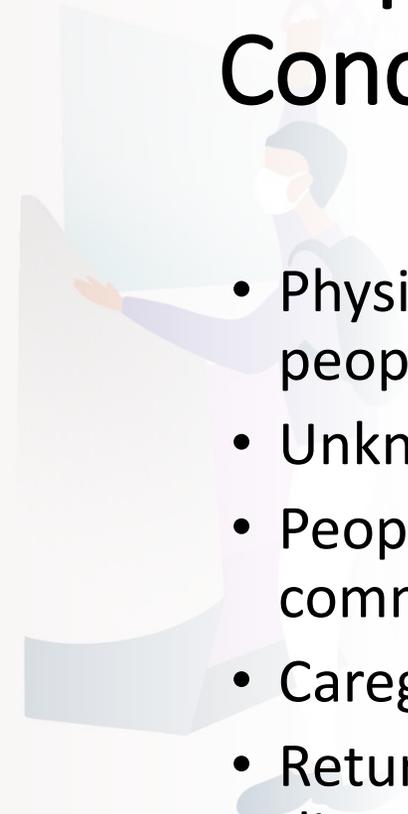


CENTER FOR
**WORKPLACE
MENTAL HEALTH**



People have Concerns

- Physical interactions with people
- Unknown health risks
- People have enjoyed not commuting
- Caregiving challenges
- Returning causes a disruption to new routines
- Favorite lunch and coffee shops have closed





Communication is Key

- Make resources easily accessible
- Keep everyone updated, stay transparent
- Share personal experiences
- Encourage routine check-ins

Stay Flexible

- Transition takes time, it will be a process
- Is there an opportunity to allow for hybrid work models?
 - Alternative work schedules
 - New remote work policies
 - Flex hours
- Factor in commute times when scheduling meetings and calls



Pandemic Fatigue: Do you know the signs?

- Lack of motivation
- Excessively tired, despite adequate sleep
- Feeling ineffective
- Irritability
- Anxiety or stress related to discerning who is “safe” or “not safe”
- Difficulty concentrating

Accessed AMA, January 29, 2021.



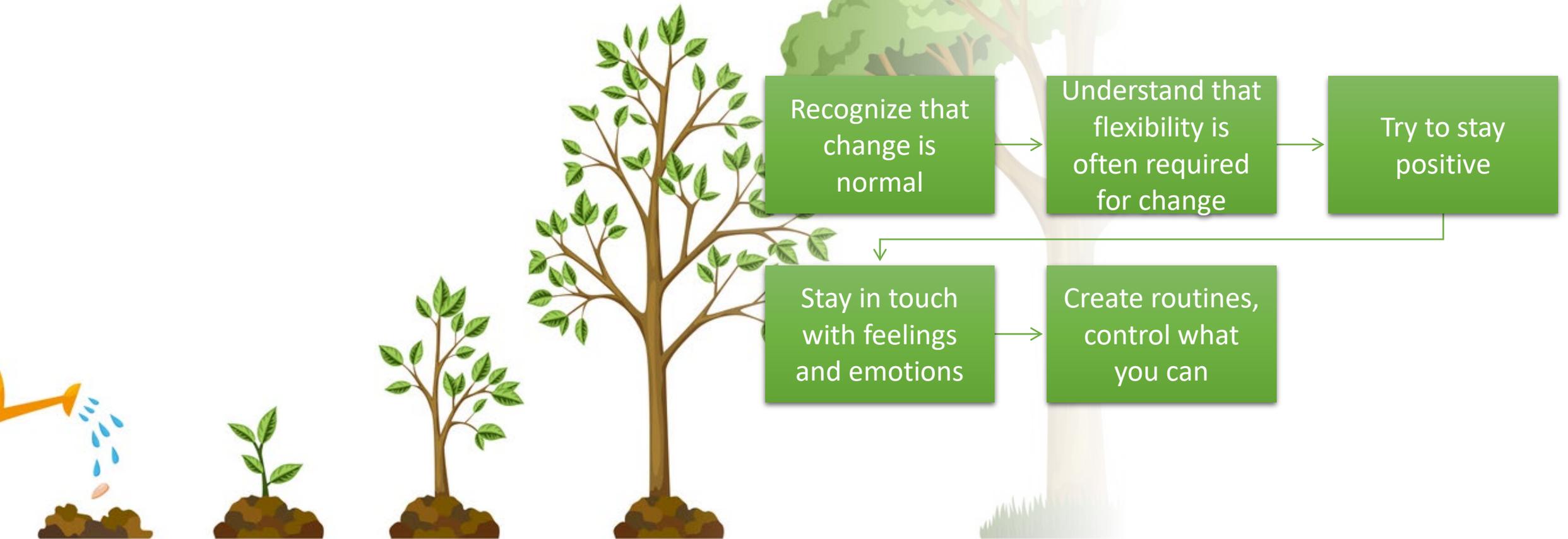
Help Manage Uncertainty and Unpredictability

Tips to consider:

- It's normal to feel a bit lost, prepare yourself
- Re-engaging with people is good, figure out ways to manage feeling unsafe
- Stay healthy
- Stay socially connected
- Go back to the things you once enjoyed
- Establish routines for predictability



Provide Strategies to Manage Change



Create a More Resilient Workforce

Encourage mindfulness
and meditation

Work with leaders on
modeling healthy behavior



Acknowledge strengths,
celebrate wins

Create a safe work
environment where work-
life balance can be a priority

Support Your People Managers!

- ✓ Stay flexible
- ✓ Create a team culture of caring
- ✓ Stay positive
- ✓ Take breaks to manage stress
- ✓ Surround yourself with those who enrich you
- ✓ Engage in and encourage random acts of kindness
- ✓ Recognize and provide space for grief
- ✓ Be on the lookout for people in distress
- ✓ Consider mental health training like NTA at Work



workplacementalhealth.org/NTAatWork





What are your mental health and well-being benefits?



Do you provide supplemental benefits like apps?

Employee Mental Health FRONT AND CENTER



Have you considered launching a mental health and well-being Initiative?



Have you provided a list community organizations or resources?



Do you promote stress management?

The background of the slide is a photograph of a city skyline at night, with numerous skyscrapers and buildings illuminated against a dark sky. The lights from the buildings are reflected in a body of water in the foreground. A large, semi-transparent orange rectangle is overlaid on the center of the image, containing the title text.

Return to Office - Navigating the Future of Work

Prepared for **EH Right
Direction Webinar**
Presented by Meg Connelly
August 25, 2021

Let's hear from you!

Use the polling platform below to answer the following:



**What one word describes your top
“future of work” priority today?**

You can also respond at pollev.com/wfstrategy or

Text WFSTRATEGY to 22333

Discussions with leaders in the market highlight key considerations related to the future of work

Vaccinations

In a recent ASU/Rockefeller Survey, **44% of employers will require it and 60% will require proof**

Pace of Return

Regulatory mandates?
Capacity limits?
Employee Interest?
Safety Protocols?
Employee Experience?

Culture

How might the traits we emphasize change?



Re-purposing the Office

Companies are rethinking the purpose of the office as a place for collaboration, community and coaching. Shifting to hotelling to maximize Real Estate leverage

Policy & Programs

What policies and programs need to be reviewed & modified to fit our future model?



Workforce Strategy / EVP

How can we reimagine our access to new talent markets?

Assessing Business Travel

Clients evaluating what future business travel is necessary

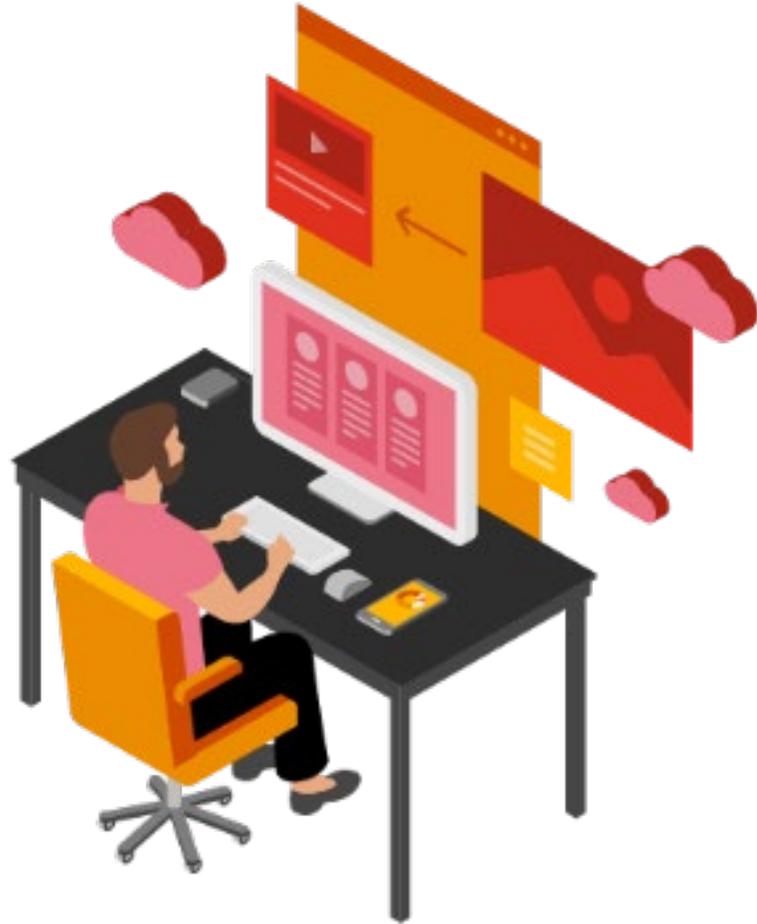
Leading in a Hybrid Model

How do we prepare our Managers and Employees to thrive in our future model?

Flexibility is Essential

PwC's remote working study found that **more than half employees** prefer 2 or more days working remote

“Pent up” post pandemic attrition is a risk with 65% of employees looking for a new job



88% of executives surveyed told us they are seeing **higher turnover** than normal

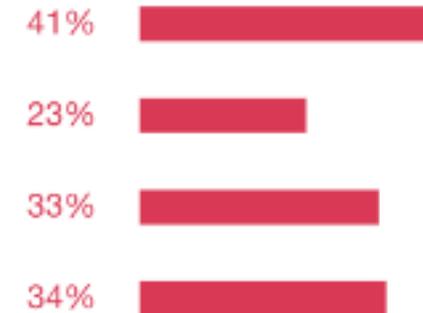
Employees

(Rank of reason for looking for new job)

- #1 Wages/salaries
- #2 Benefits
- #3 Career advancement
- #4 Flexibility

Employers

(Percent of executives saying this is a reason employees are leaving)



Organizations are falling short in two key areas: **benefits and comp**

Source: [PwC US Pulse Survey, August 19, 2021](#); base of 651 full-time and part-time employees looking for a new job and 661 business executives that report higher-than-normal turnover at their company.

EH Right Direction Webinar - Aug 2021

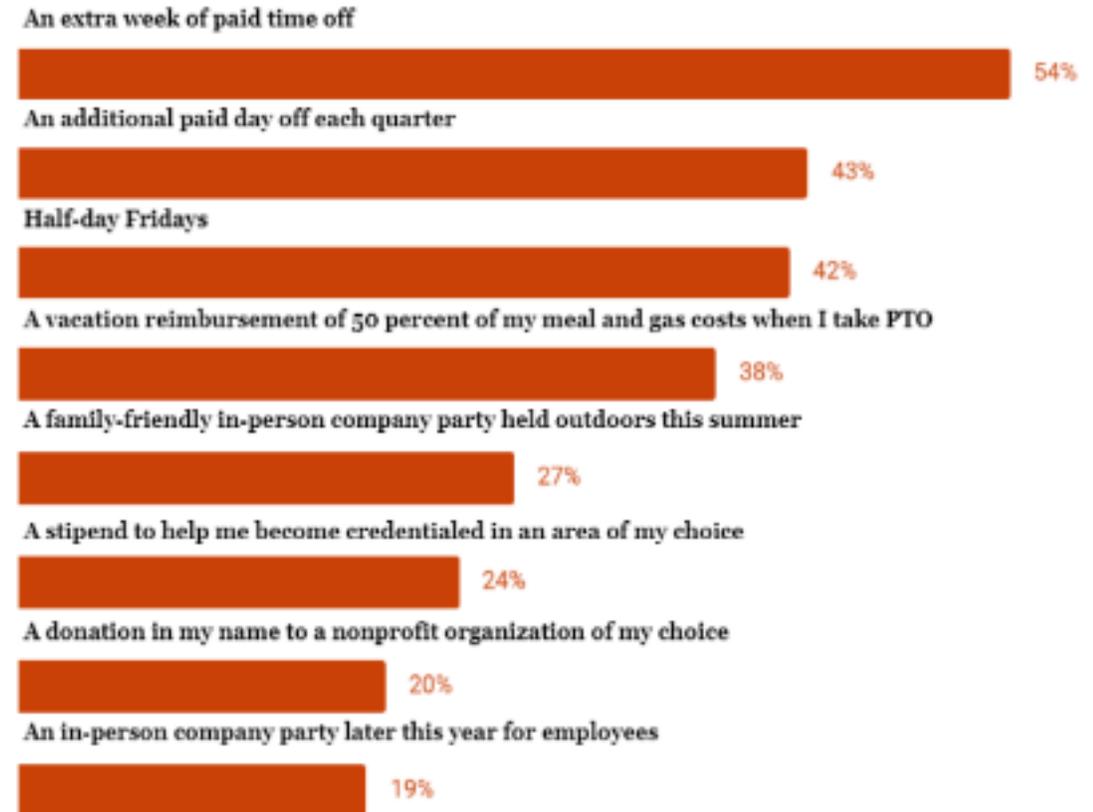
PwC

Discrepancies between employees and employers exist in addressing workforce well-being

Employee's take on workplace wellbeing differs from employers



Employees value time as currency



Q: If your employer offered any of the following perks, what are the top three perks that would enrich your life the most right now?

Source: PwC Workforce Pulse Survey, November, 2020

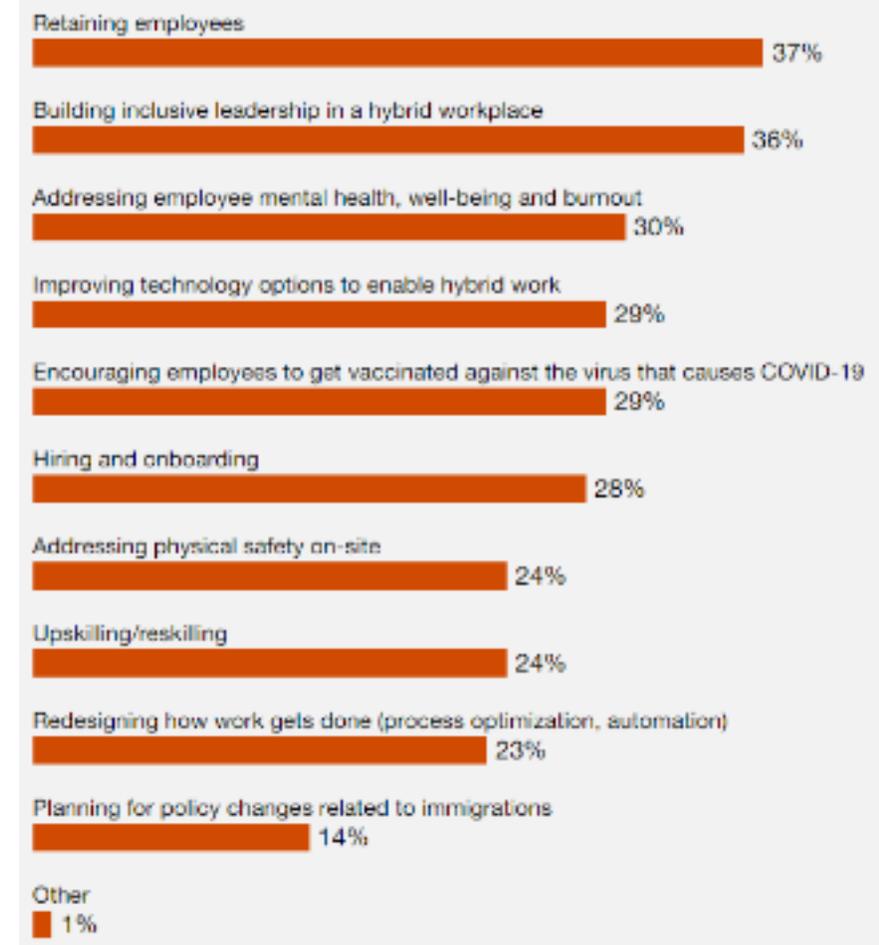
HR Leaders are prioritizing inclusion to retain talent and launch hybrid work in the short term

Long term:
(more than 12 months out)

34% said 'Leadership development'

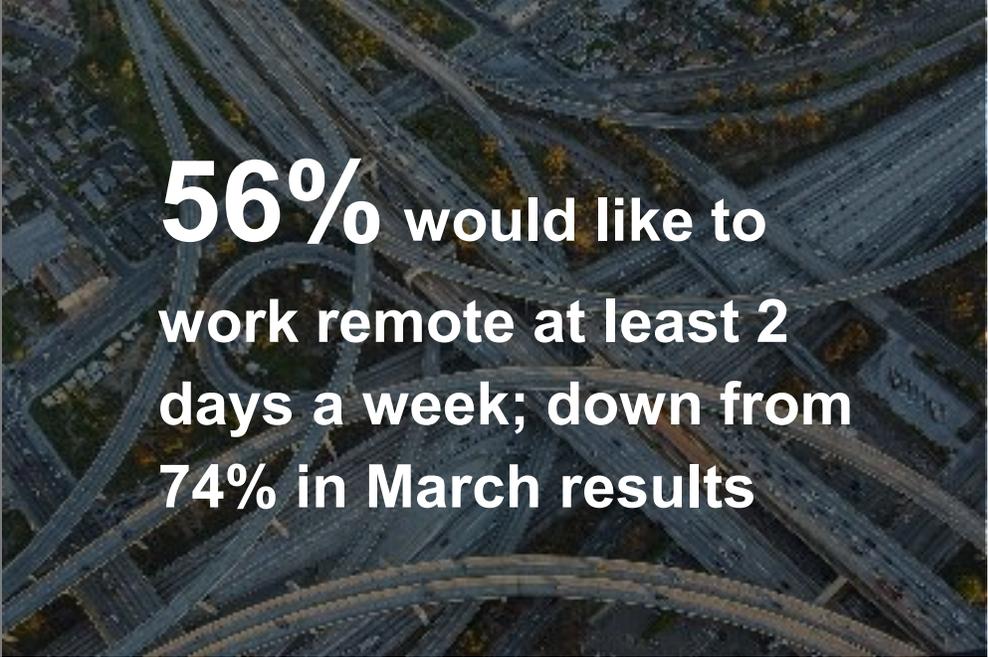
32% said 'Establishing a successful hybrid work model'

Over the next 3 to 6 months:

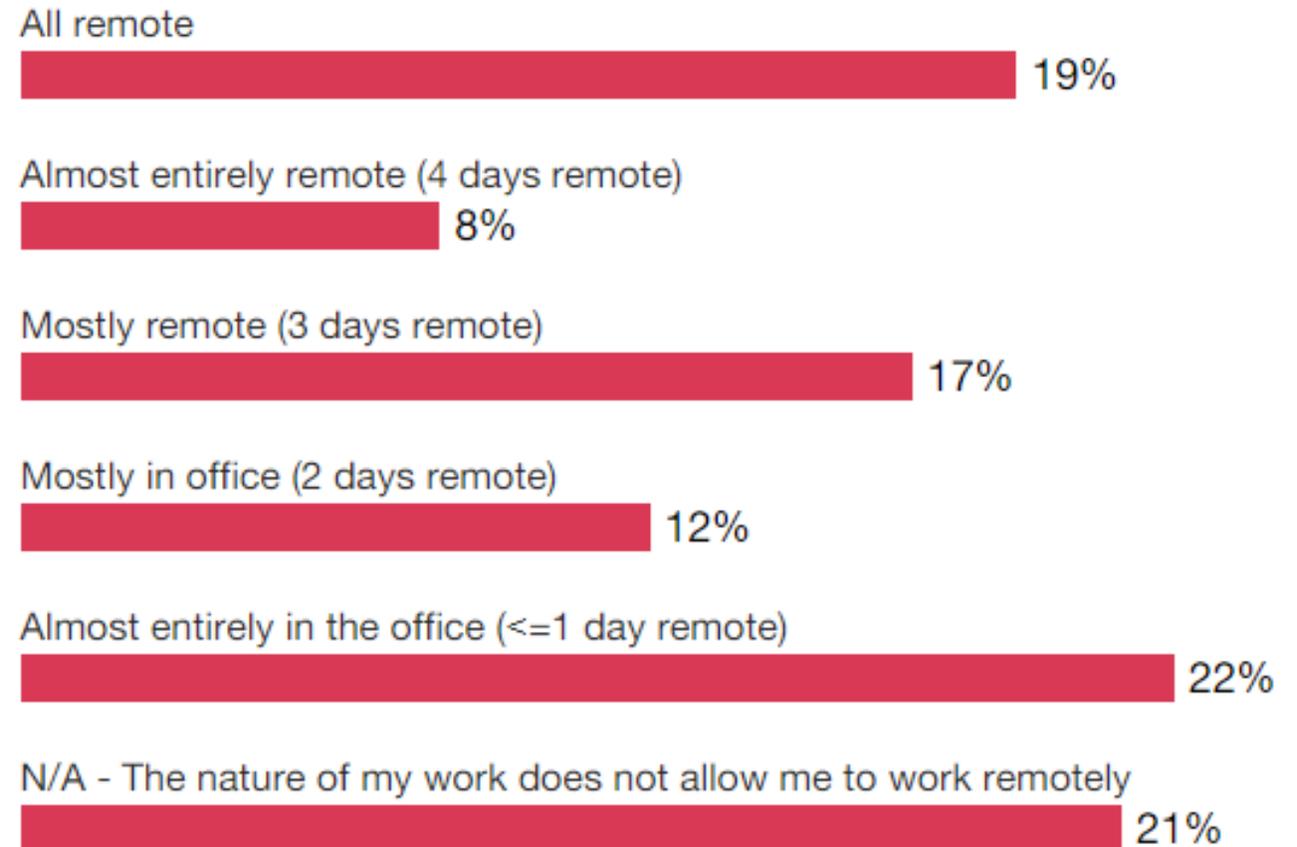


Preparing for the post pandemic workplace starts with understanding workforce needs and preferences

Q: How often would you want to work remotely after COVID-19 is no longer a concern?



56% would like to work remote at least 2 days a week; down from 74% in March results



PwC's remote work survey indicated shifting views on the purpose of the office

According to employers

#1	Increasing employee productivity
#2	Providing a space to meet with clients
#3	Enabling our employees to collaborate effectively
#4	Enabling our company culture

According to employees

#1	Collaborating
#2	Accessing equipment or documents securely
#3	Meeting with clients or colleagues
#4	Training and career development

Q: How important will the following be for the purpose of your physical office in the future?
Q: How important are the following for while you're in the office?
(Responding as 'very important'), Summary of highest ranked choices from a list of 7/11 options.
Source: PwC US Remote Work Survey,
January 12, 2021. Base: 133 US executives. Base: 868 US office workers

Starting with some no regrets moves...

Understand the needs of your people through sentiment data, ideation, focus groups, etc.



Embrace the opportunity that comes by building an inclusive, flexible and hybrid workforce.



Break down silos. Align growth and workforce plans across your organization.



Let's hear from you!

Use the polling platform below to answer the following:



What do you see as your most immediate priority to take action?

You can also respond at pollev.com/wfstrategy or

Text WFSTRATEGY to 22333

Supporting PwC insights



[US Remote Work Survey](#)



[Hopes and fears 2021](#)



[PwC's 24th Annual CEO Survey](#)



[PwC Workforce Pulse Survey - Next in Work](#)



[What does the future of work look like?](#)



[Workforce of the Future: The competing forces shaping the future of work](#)



[Redefining employee experience: How to create a "new normal"](#)



[Why corporate well-being initiatives need to get personal](#)



[Getting back to the future...of work](#)



[Preparing for tomorrow's workforce, today](#)

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for your generous
support

Lundbeck



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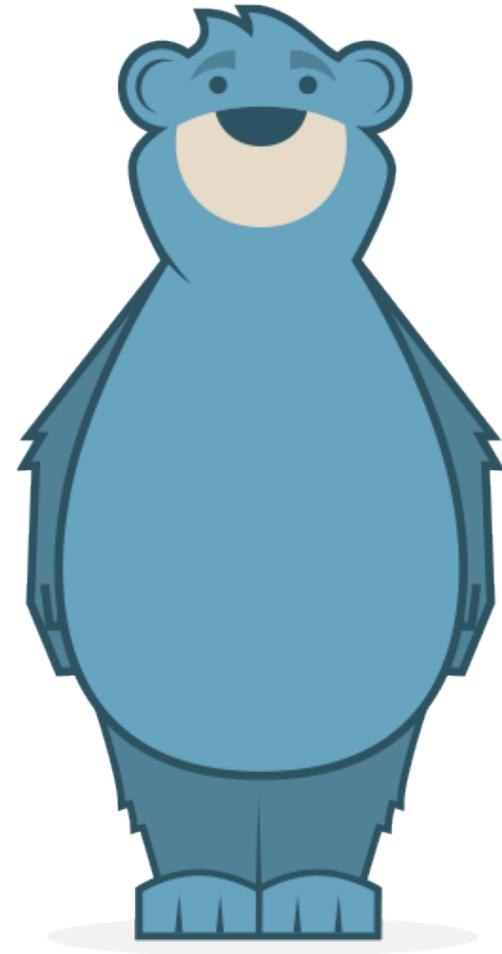
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Take a Step in the Right Direction

Website: RightDirectionforMe.com

Twitter: @RDBearatWork

LinkedIn: Right Direction for Me



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Stay Tuned!

If you haven't already, please join our email list to be notified of upcoming virtual town halls and new resources!

<https://www.righdirectionforme.com/employer-log-in/>



QUESTIONS & ANSWERS



RightDirectionForMe.com