

Employee Mental Well-being

Problem Statement

One in five people suffer from poor mental health,¹ but many do not seek care. There are several key barriers to accessing mental health care:

- 80% of workers fear **stigma** and are ashamed to seek mental health care²
- The **average wait time** to see a psychiatrist can be several weeks³
- Many jobs do not accommodate **flexible schedules** or time off during the day
- People in rural areas may face **geographical barriers** to access care
- Of those suffering with a mental problem, 46% cite **cost** as a barrier to receiving treatment⁴

The Impact of Poor Mental Health

Poor mental health can be costly for employers and have far-reaching impacts for both them and their employees:

1. Reduced productivity
2. Increased absenteeism
3. Decreased engagement
4. Issues with emotional health
5. Unnecessary medical costs including emergency department visits

Gallup estimates the economic impact of lost productivity alone to be \$48 billion annually.⁵

The Value of Cognitive Behavioral Therapy

Cognitive behavioral therapy (CBT) is a psycho-social intervention that aims to improve mental health struggles such as:

- Anxiety and depression
- Grief, stress, and worry
- Non-psychological issues like insomnia

CBT is based on understanding that our thoughts about situations create our emotions, not the situations themselves. We get past problems such as depression, stress, and anxiety when we learn to modify our thoughts and behavior patterns that keep us stuck.

Over twenty years of clinical research has shown that digital CBT can be as effective as face-to-face CBT, offering a clear path to address the unmet need for mental health at scale.



Advantage of an Online Solution

While traditional CBT is an effective treatment for mental and behavioral health problems, the perceived stigma related to accessing mental health care is significant. In one survey, 35% of respondents reported that they were not comfortable talking to relatives and friends about their mental health⁶ and in another report, eight out of ten workers said that shame and stigma prevented them from seeking treatment for a mental health condition.³

By connecting privately and confidentially to our online programs and coaching, your employees may comfortably access care and progress through the program at their own pace. They can build resilience, grow their personal strength, and find evidence-based resources if they suffer from problems such as:

- Depression
- Stress, Anxiety, and Worry
- Social Anxiety
- Panic
- Insomnia
- Substance use



Achieve Rapid Time to Value

Learn to Live's implementation process is lightweight and turnkey, ensuring go-live within 8 weeks. Standard, comprehensive services include training and awareness strategies. Program managers will become well versed in the digital mental health service and its benefits. Learn to Live develops multiple campaigns throughout the year to support employee communications which include a catalog of resources like posters, email content, and webinars to ensure employees know about the program, can easily access it, and remain engaged.



Return on Investment

Learn to Live's high engagement rates mean that more of your employees will benefit from these mental health services. Your organization will experience healthier employees who are more satisfied, more productive, and more engaged.

- 68% of users reported Learn to Live programs improved their ability to be productive at work
- 83% of participants had more positive feelings toward their employers
- 76% of users say convenience (24/7 access) is an advantage compared to in-person therapy
- 95% of users report achieving their personal goals
- Immediate ROI of 4x in annual savings



Why You Need Learn to Live



Learn to Live is a leading online mental health provider that brings together the clinically proven strategies of CBT with an easily accessible technology platform and live clinician coaching to improve outcomes, productivity, and morale. The programs are designed to help people live better lives by addressing some of the most common mental health problems including social anxiety, depression, stress, panic, insomnia, and substance use, with a consistent focus on resilience and mindfulness. Learn to Live provides effective help to millions of people through a digital model that overcomes the greatest barriers to receiving care: social stigma, access issues, and cost.

For more information visit

www.learntolive.com

References

¹ Centers for Disease Control and Prevention <https://www.cdc.gov/mentalhealth/learn/index.htm>

² “StigmaFree Company,” National Alliance on Mental Illness, <https://www.nami.org/Get-Involved/Pledge-to-Be-StigmaFree/StigmaFree-Company>

³ Psychology Today <https://www.psychologytoday.com/us/blog/grand-rounds/202107/fundamental-changes-are-needed-in-mental-health-care>

⁴ Center for Behavioral Health Statistics and Quality, National Survey on Drug Use and Health

⁵ Gallup <https://www.gallup.com/workplace/404174/economic-cost-poor-employee-mental-health.aspx>

⁶ KFF/CNN Mental Health In America Survey <https://www.kff.org/report-section/kff-cnn-mental-health-in-america-survey-findings/>