

Global Mental Wellbeing



Kembre Roberts, PhD
AVP, Wellbeing Practice Leader

“**Mental health** is defined as a **state of well-being** in which every individual realizes his or her own **potential**, can **cope** with the normal **stresses** of life, can **work productively** and fruitfully, and is able to make a **contribution** to her or his **community**.”

-World Health Organization

Different perspectives – Common needs

A mental well-being theme is one of the top three workforce focus areas among all surveyed global regions

-Global Business Group on Health Survey 2016-2019



The impact of mental wellbeing

Cost & productivity

Depression and anxiety disorders cost the global economy **US\$1 trillion each year in lost productivity.**

-World Health Organization

Absenteeism

1 in 4 adults experience a mental health issue in a given year (US and UK).
Mental health issues are a **leading cause of missed work days.**

-World Economic Forum

Disability & death

By 2030, mental health is projected to be the **leading cause of mortality and morbidity globally.**

-World Health Organization

The challenges of mental wellbeing

01

UNDERSTANDING

From weakness to witchcraft, there is **misunderstanding across the globe about mental health causes and interventions.**

-Global Business Group on Health

02

STIGMA

82% of employees keep mental health issues secret out of the **fear of it negatively impacting their career.**

-Ipsos international study

03

PARITY

>80% of people experiencing mental health issues **do not receive quality and affordable mental health treatment.**

-World Health Organization

04

ACCESS

The rate of mental health professionals per 100,000 population **varies considerably across countries and within countries.**

-Global Business Group on Health

Multinational employer Best practices



Facilitating awareness
& education



Addressing stigma



Providing access



Training
peers/managers



Designating workplace
champions



Improving workplace
culture



Influencing policy



Tracking population
data & trends

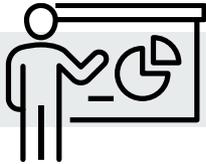


Measuring outcomes
& applying
improvements

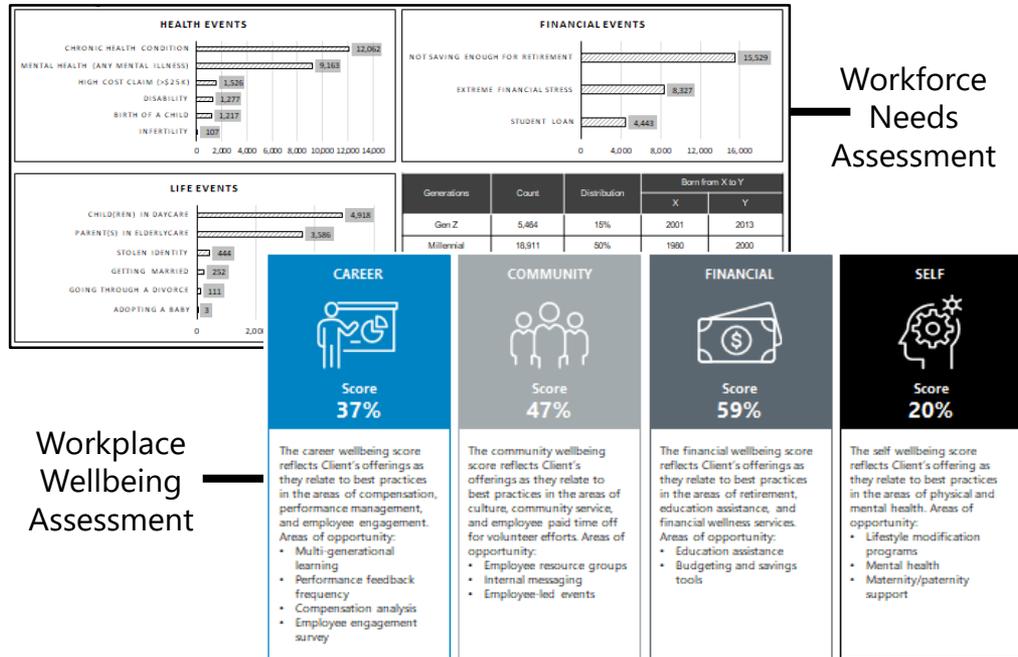
Lockton Wellbeing Approach

Wellbeing is achieved when an individual is able to **flourish** and realize their **full potential**, can cope with the normal stresses of life, work productively and is able to make a **contribution to their community**.

We believe there are four foundational dimensions of Wellbeing:

	 Career Wellbeing	 Community Wellbeing	 Financial Wellbeing	 Self Wellbeing
Employee Desire	Enrichment in life through work	Strong and supportive relationships with others, the community and the environment	Financial security and financial freedom of choice	Strengthening the whole person through physical, emotional and spiritual
Employee Delivery	Pay for Performance, Rewards & Recognition, Paid Time Off	Diversity and Inclusion, Social connectivity, Community Focused Initiatives & Programs	Budgeting, Debt Management, Retirement Planning	Proactive healthcare utilization, mental health, resiliency programs, condition management

Wellbeing Assessments



- Lockton's Workforce Needs Assessment uses predictive analytics based on population statistics by industry to estimate life, health, and financial events for employees.
- Lockton's Workplace Wellbeing Assessment helps our clients identify areas of employee wellbeing where they are making the greatest investment and where they have the greatest opportunity to enhance employee experience and productivity.

Sample of Client Needs



- **Social Wellbeing**

- Clients are seeking mental health resources beyond traditional EAP including virtual care, mental health first aid, and leadership training
- Discussions on supporting those impacted by racial tension and social isolation have increased; clients are seeking support in reduction of voluntary turnover, disability claims, and improvement in employee experience



- **Working Parents**

- Clients are seeking resources for back-up childcare, online tutoring, and in-home care for both the remote and essential worker

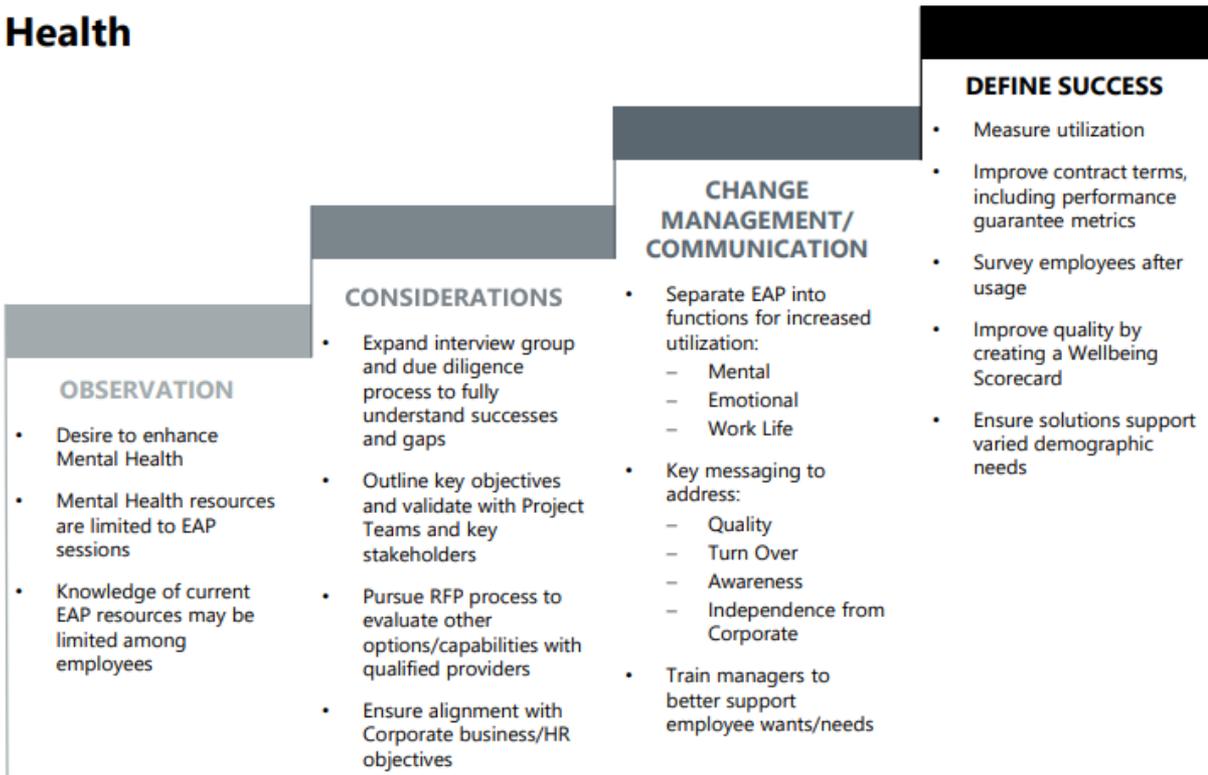


- **Remote Workforce**

- Clients are requesting assistance in development of workplace flexibility policies, corporate messaging, and at-home wellbeing resources

Sample Implementation Strategy: Enhanced EAP

Mental Health



ENGAGEMENT

- Provide Leadership training on resources
- Showcase Client's offering and other programs/insights
- Demonstrate that Hilltop cares and market to employees

CAREER



COMMUNITY



FINANCIAL

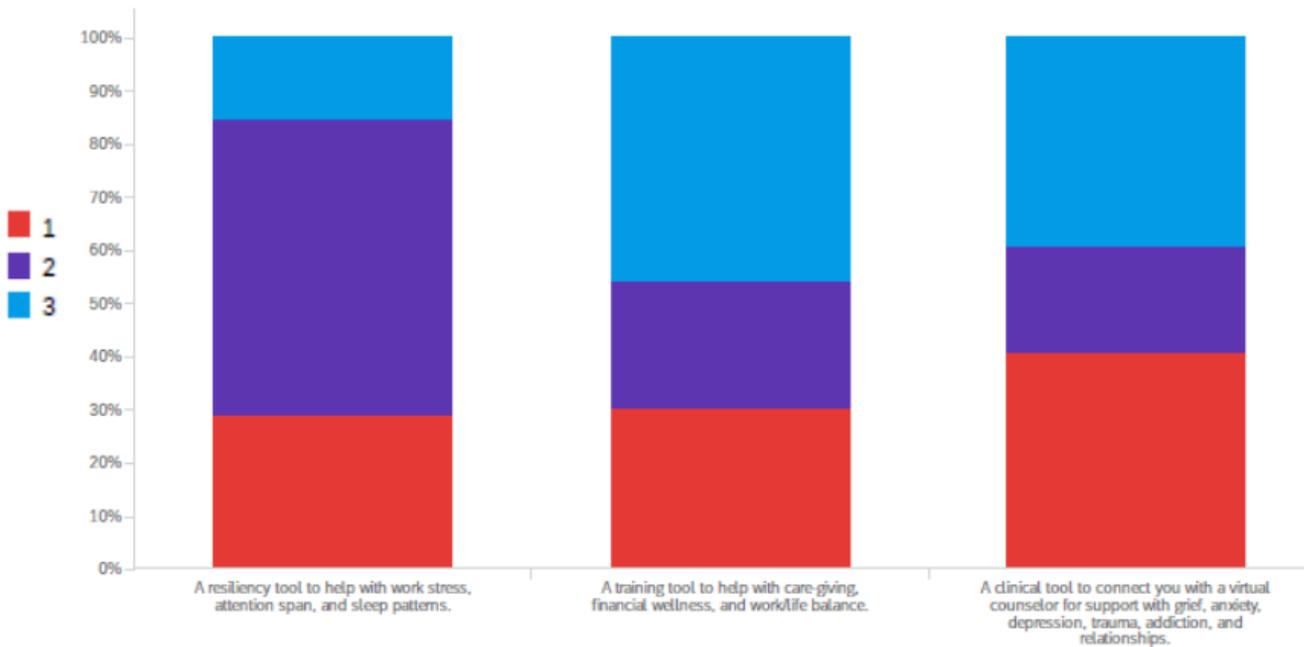


SELF

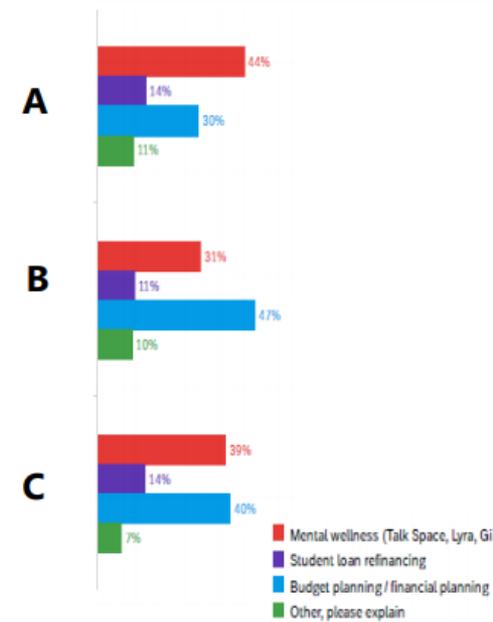


Sample Outputs

Employee Ranking of Mental Wellbeing Resource Needs



Wellbeing Needs by Business Unit



Wellbeing Approach

Client	Health & Welfare Engagement	Wellbeing Enhancement
A	Maternity vendor feedback requested	Workplace flexibility policy created
B	Mental health vendor RFP requested	Suicide prevention training deployed for leaders
C	Mental health vendor RFP requested	Diversity and inclusion need identified
D	Ergonomics vendor requested	Remote worker support technology and office resources identified as well as formal integration for multi-state compliance review with P&C

Independence changes everything.



LOCKTON®

UNCOMMONLY INDEPENDENT