

COVID-19 Employer Advisory Session

Employee Mental Health & Wellbeing

PRESENTED BY:



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ONEDIGITAL'S CORONAVIRUS ADVISORY HUB

Visit onedigital.com/coronavirus/ for resources on how to monitor, prepare for and respond to any healthcare, safety or workplace issues that stem from the coronavirus (COVID-19).

The COVID-19 pandemic is impacting employee mental health on multiple levels:

-Total Brain and the PARAGRAPH Project

- Uncertainty is triggering the brain's fear networks, leading to increased stress and anxiety and reduced focus
- Increased isolation as a result of new work from home policies and widespread quarantines is hurting social connectivity and increasing depression.
- 58% of U.S. employees feel anxious about COVID-19.
- 35% of U.S. employees say their anxiety over COVID-19 interferes with their workplace productivity.

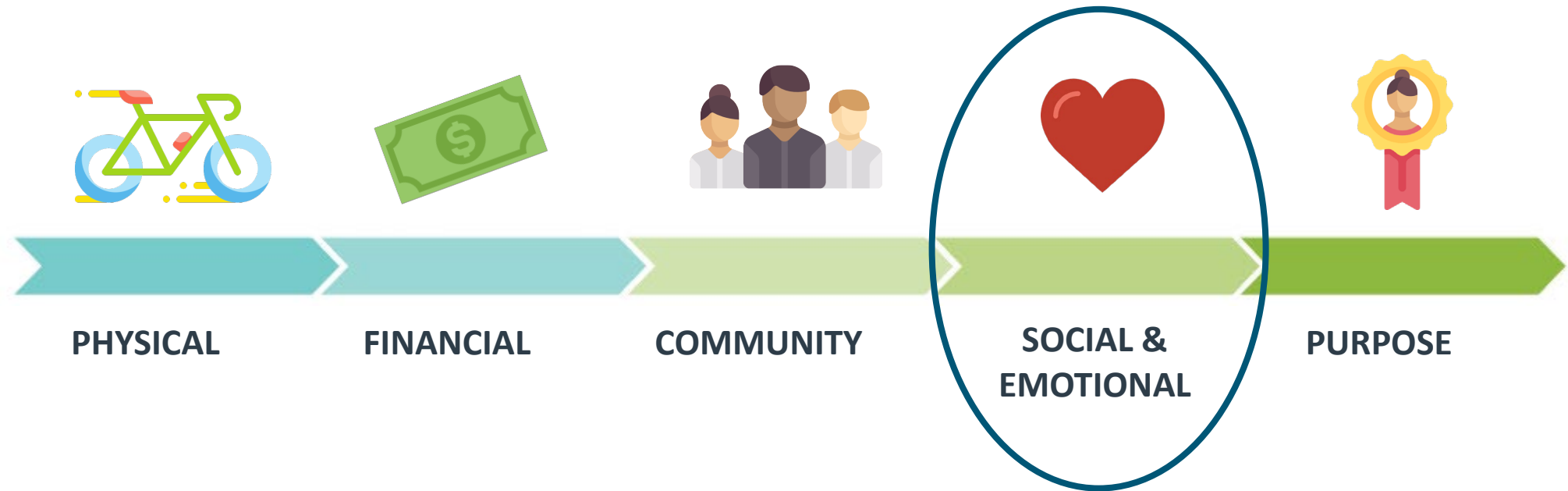
Employee Wellbeing Important Now More than Ever

Employee
Wellbeing

Employee
Engagement

Employee
Performance

Impact Across the Spectrum



Combatting the Elevated Stress Response

Different personalities respond differently:

- Freak out- take action, but may be irrational
- Freeze- Distracted, disengaged, do not show up at all
- Face it- practical and productive

Action Plan

- Give your communication strategy a boost
- Promote existing resources to support wellbeing
- Consider expanding your support for employee wellbeing

Communication is key:

- Source
- Tone
- Personalization
- Frequency
- Modalities

Promote Existing Resources



PHYSICAL

- Mail order Rx
- Telemedicine
- Expert Medical Opinion
- Decision Support
- Chronic Condition Management

FINANCIAL

- 401k Partner
- Leave policies
- Government resources

COMMUNITY

- Donation Matching
- Community Support
- Community virtual events

SOCIAL & EMOTIONAL

- EAP
- Video Conferencing

PURPOSE

- Rewards and Recognition
- Training and Development Resources

Consider Expanding Resources

- Physical Health
 - Streaming fitness and meditation classes (burnalong)
 - Home delivery meal services (Twic)
 - Chronic Condition Management (Healthcheck360, OneDrop)
- Social/Emotional
 - Mental health screening (Total Brain)
 - Advanced EAP services (IBH Corp)
 - Digital management training (A World Without Suicide)
 - Launch Employee Resource Groups (OneDigital Consultant)
 - Buddy System
 - Water cooler chats
- Financial
 - Small loan programs (Kashable)
 - 1-on-1 counseling (Financial Elements, Bright Dime)
- Community
 - Technology-based platforms to connect employees through activities and challenges (Healthcheck360, MotionConnected)
 - Virtual fundraisers (Kilter Rewards)
- Career
 - Back up childcare (Care@Work.com, Twic)

To Learn More....

Join us for a live panel discussion on April 17th and get your questions answered!

- *Becky Cantieri, Chief People Officer* | SurveyMonkey
- *Mettie Spiess, CEO & Founder* | AWWWS
- *Cory Cook, Mental Health Enthusiast* | Total Brain
- *Peter Hendrixson, Mental Health Enthusiast* | IBH Corp

[Register Here!](#)

EMPLOYER SOLUTIONS
**Supporting
Employee Well-Being
Through a Pandemic**

FRIDAY, APRIL 17
1:30 PM EST

Learn how you can support your team's Mental Health and Well-Being during the COVID-19 pandemic.

REGISTER TODAY!

ONEDIGITAL
HEALTH AND BENEFITS

Resources

Member Wellbeing & Engagement Resources

★ **NEW!** Equipping your workforce with meaningful resources to stay productive, healthy, and engaged.

COVID-19 EMPLOYEE SAFETY

The safety of your team members and their family is your utmost priority. Ensure your workforce is empowered with education and best practices as it relates to the Coronavirus.

- [CDC Steps to Prevent Illness](#) [FLYER]
- [Tips for Preventing the Spread of COVID-19](#) [PDF] - English | Spanish
- [What to do if You Think You Have COVID-19](#) [FLYER]
- [What to do if You Are Sick with COVID-19](#) [FLYER]

MAKE THE MOST OF YOUR BENEFITS

Encourage your workforce to tap into the existing programs to make the most of their benefits package.

- ★ **NEW!** [Over-the-Counter Drugs are Now Considered Qualified HSA, FSA, and HRA Expenses](#) [FLYER]
- [Get Virtual Care Using Telemedicine](#) [FLYER]
- [Employee Assistance Program](#) [TEMPLATE]

HEALTH & WELLBEING RESOURCES

Now more than ever, the health of your workforce is vital to the success of your organization. To support your team members and their families, we have included the following resources to promote total wellbeing:

Physical Wellbeing

- [5 Stretches You Can Do at Your Desk](#) [FLYER]
- [One-Minute Office Workouts](#) [FLYER]
- [Become an Active Family](#) [FLYER]

Financial Wellbeing

- ★ **NEW!** [\(CARES\) Act FAQ](#) [VIDEO]
- ★ **NEW!** [Coronavirus Stimulus Direct Payments FAQ](#) [FLYER]
- [Inexpensive Ways to Get and Stay Healthy](#) [FLYER]

Emotional / Social Wellbeing

- ★ **NEW!** [Maintaining Mental Wellbeing During a Quarantine](#) [FLYER]
- [Working from Home During a Coronavirus Outbreak](#) [FLYER]
- [Caregiving and Working from Home](#) [FLYER]
- [Boost your Mental Wellbeing](#) [FLYER]

Visit OneDigital's Coronavirus Advisory Hub at onedigital.com/coronavirus/ for more information to keep your workforce healthy and engaged.