

THE HIDDEN COST OF STRESS IN THE WORKPLACE

IPMA Texas Conference 2018
July 26, 2018



360° Total health & well-being

Tackling the issues that keep your employees from performing at their best

STRESS IMPACT¹

51% fatigue

50% anger

45% lack of energy

44% headaches

34% upset stomachs

physical
emotional
social

- An estimated **75–90%** of primary care doctor visits²
- **13%** of all U.S. GDP (Gross Domestic Product)²
- Approximately **\$7,500** per person per year²

20% behavioral disorders³

\$444 billion in medical expenses and lost productivity each year³

1. American Psychological Association. American Institute of Stress, NY Research Date: 7.8.2014 <http://www.stress.org/daily-life>
2. Statistics by STRESS DIRECTIONS Inc. used by The Oxygen Plan Corporation; <http://stressdirections.com/content/view/16/3/>
3. Insel, T., Cost of Not Caring: Nowhere to go, The Financial and Human Toll for Neglecting the Mentally Ill USA Today, May 12. 2014; <http://www.usatoday.com/longform/news/nation/2014/05/12/mental-health-system-crisis/7746535/>.



Typical Use of EAP Services



Phone



Online and onsite services



Face-to-face



Individual

- Consultation by phone
- Crisis intervention
- Community referrals

- Online assessment tools
- Article library
- Crisis intervention
- Community referrals
- Discount programs
- Online provider directory

- In-person assessments (face to face visits)
- Network referrals



Managers/ supervisors

- Manager consultation

- Annual bank of onsite service hours

- management referrals



Organization Support

- Promotional campaign
- Disaster relief
- Consultative account management team

- Critical incident stress management
- Reporting
- Disaster response



Integrating EAP

The advantages of integration

There's often a direct correlation between a person's physical health and their ability to manage stress or deal effectively with day-to-day challenges. By catching smaller problems before they turn into bigger, more costly ones, this approach can lead to better health outcomes and lower overall costs for your organization.

EAP Integration Opportunities:

- Medical Plan
- Disability
- Wellness Strategy
- Employee Orientation
- Manager Training
- Incentive Programs
- Health Fairs
- Safety Planning

Benefits of Integration:

- *Holistic Approach to Employee Health* – Utilizing EAP resources for all types of health concerns.
- *Lowering of Barriers* – Decreasing stigma by normalizing attention to
- *Continuity of Care* – Coordinating resources to reduce treatment disruptions.