

# Staff Mental Health Post Covid

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# Our Lives were Changed

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Mandatory stay at home orders



Restaurants, offices, schools, stores – everything closed



Interactions with one another changed



Offices went from working in an office to working remotely or hybrid overnight



Feelings of chaos, loss of control, fear and abandonment were felt by many.

# New buzz-words that we heard

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★ Zoom fatigue

★ Quiet quitting

★ Great Resignation

★ Great Regret

🏰 Tiger King



## During this time

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Re-evaluated long-term goals

Looked at work-life balance

Pondered over careers

Considered work conditions

# What are Employees looking for?

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Good work culture



Collaboration



Open Communication



Approachability



Innovation



Stability

# Staff Engagement

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How many of you have staff reporting to you?

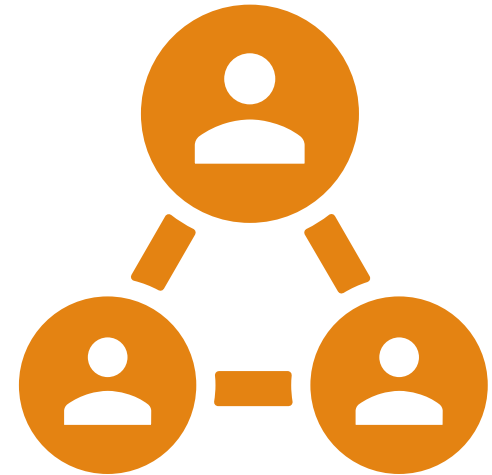
What have you noticed about your staff in the past two years?

How many of you that have staff that work in the office or clinic?

How many of you have staff that work remotely?

How many of you have both?

Prior to the Pandemic, how many?





# Staff Retention

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What do you think is one of the most effective ways to keep employees engaged?

What do you think is one of the most effective drivers of employee satisfaction is?

Open communication with Supervisor

Opportunity for Growth and Career Development

# Ideas to re-engage your team

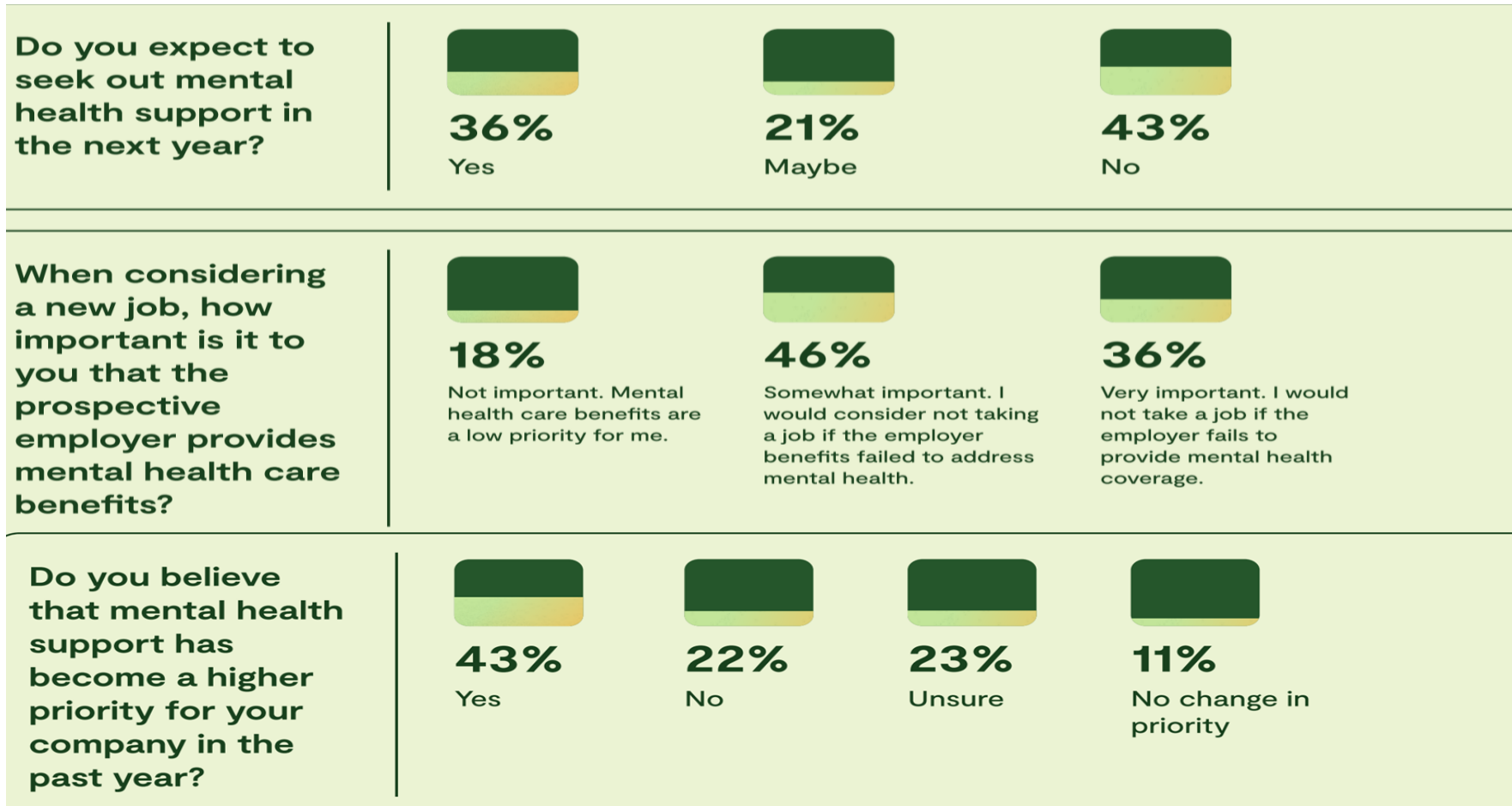
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- Increased engagement opportunities
  - No cost/low cost options
    - Potlucks
    - Peer to Peer Recognition Programs
    - Casual dress days (if possible)
    - Voluntary Employee Association to plan activities
    - Ensure supervisors are conducting regularly scheduled one on ones
  - Other options
    - Calm Application
    - Employee Assistance Program

Exercise

# 2023 State of Workforce Mental Health

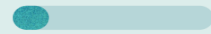
## Expectations of employer-provided mental health support (employees)



# 2023 State of Workforce Mental Health

## Company culture and openness around mental health (employees)

How would you characterize your company culture with regard to its openness to discussing mental health?



**18%**

Mental health is discussed with managers/supervisors only



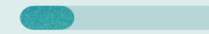
**37%**

Mental health is discussed with all employees in public forums or meetings



**19%**

I'm not sure



**27%**

Mental health isn't discussed at all at work

How comfortable would you feel discussing your mental health with your manager/supervisor?



**52%**

Comfortable



**23%**

Neutral



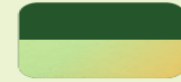
**25%**

Uncomfortable

# 2023 State of Workforce Mental Health

## Prevalence and types of workforce mental health needs

Over the past 12 months, which of the following behavioral health issues have you experienced? Pick up to three that have impacted you during this time period.



**51%**  
Stress



**44%**  
Anxiety



**30%**  
Burnout



**25%**  
Depression



**13%**  
Loneliness



**15%**  
Relationship issues (e.g., partner, family, or interpersonal)



**14%**  
Grief and loss



**10%**  
Severe/chronic depression or anxiety



**8%**  
Complex mental health diagnosis (e.g., PTSD, bipolar disorder, ADD/ADHD)



**3%**  
Alcohol or substance use disorder



**3%**  
Thoughts of suicide



**2%**  
Racial or identity-related stress



**1%**  
Intimate partner violence



**1%**  
Self-harm



**14%**  
None of the above

# 2023 State of Workforce Mental Health

## Employers' perceptions of workforce mental health needs

Over the past 12 months, which of the following factors do you believe have negatively impacted your workforce's mental health? Pick the top three that have impacted them during this time period.



**36%**

Infectious diseases (e.g., COVID-19, monkeypox)



**27%**

Work-related managerial stress (e.g., dealing with teams and supervision)



**22%**

Employment uncertainty or job loss



**21%**

Financial stress



**21%**

Work-related stress and burnout



**19%**

War and political instability



**18%**

Identity-related stress (e.g., racial injustice, LGBTQIA+ issues)



**15%**

Family and relationships



**15%**

Parental or caregiver stress



**14%**

Reproductive rights



**13%**

Elections and politics



**11%**

Grief and loss



**11%**

Natural disasters and climate change



**10%**

Gun violence



**10%**

Holiday stress

# 2023 State of Workforce Mental Health

## Employers' perceptions of workforce mental health needs

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Dedicated mental health care benefit (not via health care plan)



**57%**

Very important



**37%**

Neutral



**6%**

Not important

# 2023 State of Workforce Mental Health

## Access to quality mental health care and support (employees)

How would you describe the resources your company provides for mental health care?



**30%**

A wide range of resources are provided that completely address my mental health needs



**27%**

Some resources for mental health are provided, but there is room to offer additional resources



**24%**

A few resources to address mental health



**12%**

I think my employer provides mental health resources, but I'm not sure what they are



**7%**

No resources are provided to address mental health; it is expected that employees will take care of their mental health on their own

# 2023 State of Workforce Mental Health

Access to quality mental health care and support (employees)

Which of the following benefits or programs does your organization provide? (Select all that apply.)



**53%**

Flexible work (remote work, work-from-home days)



**43%**

Employee assistance program (EAP)



**43%**

Dedicated mental health care benefit (not via health plan)



**42%**

Financial wellness programs



**39%**

Health care plan



**38%**

Commuter or transportation benefit



**38%**

Child or elder care (caregiver) benefits and assistance



**37%**

Vision care plan



**34%**

Dental care plan

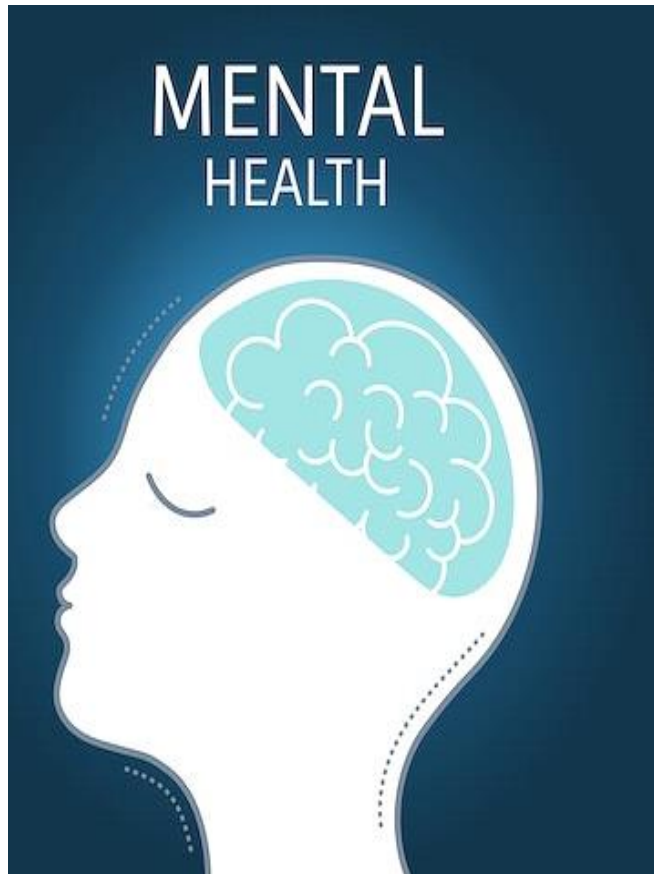


**34%**

Stress reduction and/or resiliency programs

# Staff Mental Health Resources

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## [Native Crisis Text Line](#)

Sometimes things are too overwhelming to deal with alone. If you need advice from a trained counselor, simply text the word “NATIVE” to 741741.

## [National Alliance of Mental Illness](#)

- [Support Groups](#)
- [Family Support Groups](#)
- [Mental Health Education](#)

## [StrongHearts Native Help Line](#)

1-844-7NATIVE (762-8483) is a 24/7 safe, confidential, and anonymous domestic and sexual violence helpline for Native Americans and Alaska Natives, offering culturally appropriate support and advocacy

## [Suicide & Crisis Hotline](#)

- [Resources to help yourself](#)
- [Resources to help someone else](#)

# Questions?

**Contact information:**

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USET Employee Relations and Personnel Management Director

[mstephens@usetinc.org](mailto:mstephens@usetinc.org)

615-806-0602

# Link to data

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[Resources | Lyra Health](#)

