UNITED WE CARE

The State of Mental Health and Wellness in the Workplace

From **Startups To Enterprises**

In today's dynamic business landscape, mental health care has emerged as a pivotal concern. Key findings reveal that 71% of leaders consider mental health extremely critical. In the US, one in five adults grapples with mental illness, costing over $200 billion annually. This whitepaper delves into the evolving state of mental health across startups and established enterprises, emphasizing the role of effective leadership and its influence on an organization's culture and work environment.

INTRODUCTION

In the dynamic landscape of the modern business world, where competition and innovation are paramount, the significance of mental health in the workplace has gained unprecedented recognition. As businesses, from fledgling startups to corporate giants, continue to evolve, so too must our understanding of how mental health influences not only the individual at a personal level but also the collective productivity and prosperity of organizations.

Mental health and wellness are critical topics for employees across all industries. The COVID-19 pandemic has only exacerbated the importance of this issue, as many people have experienced increased stress, anxiety, and depression.

This white paper is an effort to understand the comprehensive journey of nimble startups to well-established enterprises and their approach to adopting better programs to look at mental health. It is also a step towards understanding and building mental health and wellness for employees across organizations and perhaps what they can adopt for agile and healthy thinking in their work and life at large. It seeks to illuminate the state of mental health across these diverse settings, considering the unique challenges and opportunities that each domain presents.

As we embark on this journey, it becomes abundantly clear that the mental health of employees is not only a boardroom CSR activity but a moral imperative.

This includes providing resources such as mental health counseling, stress management workshops, and on-site fitness facilities. It is also important to create a culture of understanding and compassion where employees feel comfortable talking about their mental health challenges.

PREFACE

Ritu Mehrotra
Founder and CEO, United We Care

I am delighted to introduce our global white paper on "The State of Mental Health and Wellness in the Workplace." At United We Care, we're committed to creating and nurturing a work culture that values the well-being of every team member. This paper reflects our dedication to understanding and improving mental health in the workplace. It emphasizes the essential role of leadership in creating a supportive environment. Mental well-being isn't merely an obligation for corporations; it's a vital strategic necessity. I thank our team for their hard work and every employee who contributes to our shared success. Together, we will prioritize mental health and inspire the broader professional community globally.

Ravi Kikan
Global CMO, United We Care

I am pleased to introduce this whitepaper on the state of mental health in the workplace. The profound impact of mental health on individuals and our collective productivity is undeniable. This whitepaper presents a stark reality: one in five adults in the United States grapples with mental illness each year, costing over $200 billion annually. Leadership styles and workplace culture play a significant role in addressing these challenges, and effective leadership sets the tone for our organization. This paper offers insights into the benefits of prioritizing mental well-being.

The findings emphasize the growing importance of mental health in the workplace, reinforcing the need for comprehensive support and initiatives. Let's recognize that our employees are not just resources; they are individuals with complex emotions. Prioritizing mental health is not optional; it's fundamental for success. I encourage you to explore this paper for valuable insights on fostering a mentally healthy workforce.

Dr. Zereana Jess-Huff
Chief Clinical Officer, United We Care

I am deeply committed to the well-being of our workforce and addressing the pivotal issue of mental health in the workplace.

The statistics presented in this paper are nothing short of eye-opening. In the United States, a staggering 20% of adults grapple with mental illness within a single year.

This translates to one in every five individuals facing these profound challenges.

Furthermore, our research indicates that 71% of leaders firmly believe that mental health and wellness are extremely critical in the workplace. This information in this white paper amplifies the pressing need for comprehensive support systems and initiatives, especially within the context of leadership and corporate culture. I invite you to explore the insights offered in this whitepaper as we work together to create a more empathetic and mentally healthy work environment.

EXECUTIVE SUMMARY

This global whitepaper delves into a crucial aspect of modern business: the state of mental health and wellness in workplaces. Understanding the profound influence of mental health on individuals and the collective productivity of organizations has gained immense importance as we grow as a society.

In the United States, the National Institute of Mental Health (NIMH) highlights a sobering statistic: **One in five adults grapples with mental illness within a single year.**

Moreover, NIMH reports reveal the staggering economic consequences of mental illness. Annually, mental health issues extract a heavy toll on the U.S. economy, costing over $200 billion. This financial burden arises from both lost productivity and increased absenteeism, casting a stark spotlight on the urgent need for comprehensive mental health support and workplace initiatives to address this critical issue.

This whitepaper seeks to shed light on the evolving landscape of mental health support, the impact of leadership styles on company culture, and strategies to combat workplace stressors.
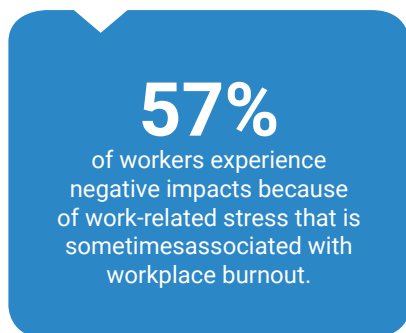
Our findings indicate that a massive majority of leaders consider mental health and wellness to be extremely critical in the workplace. These industry leaders reported positive impacts following the implementation of wellness programs, reinforcing the tangible benefits of prioritizing mental well-being. A vast majority agree that effective leadership sets the tone for an organization and influences its strategies and work environment.

In conclusion, this whitepaper underscores the growing importance of mental health in workplaces of all sizes, emphasizing the role of leadership and culture in shaping a productive, mentally healthy workforce. The findings presented here provide valuable insights and recommendations for businesses seeking to prioritize employee well-being, thereby nurturing an environment where productivity thrives.

UNDERSTANDING THE LANDSCAPE

Why should mental health and wellness be important to an employee, employer, or leader?

Mental health and wellness are the bedrock of a thriving and productive workforce. A mentally

77%
of workers reported experiencing work-related stress in the last month in the United States.

57%
of workers experience negative impacts because of work-related stress that is sometimesassociated with workplace burnout.

88%
of HR professionals believe offering mental health resources can increase productivity.

healthy workforce translates to reduced absenteeism, heightened productivity, and an environment where creativity and collaboration flourish.

56% of corporate employees in India are at high risk for mental health problems.

80% of Indian employers are offering mental health support to their employees.

nvesting in mental health isn't a mere corporate social responsibility checkbox; it's a strategic imperative. Employee well-being directly impacts the bottom line. Happy and mentally healthy employees are more engaged, provide better customer service, and stay longer within the organization, saving substantial costs.

Furthermore, as an employer or leader, encouraging a culture that prioritizes mental health establishes loyalty and trust. Employees are more likely to give their best when they know their well-being matters and their wellness is considered a top priority. It's time we recognized that employees aren't just "human resources", they are "humans" with complex emotions.

Mental health and wellness aren't optional add-ons, they're fundamental drivers of success.

According to our recent survey, a striking **71%** of leaders firmly believe that mental health and wellness are extremely critical within the workplace. Moreover, upon the implementation of wellness programs, **100%** of these leaders reported positive impacts, showcasing the tangible benefits of prioritising mental well-being.
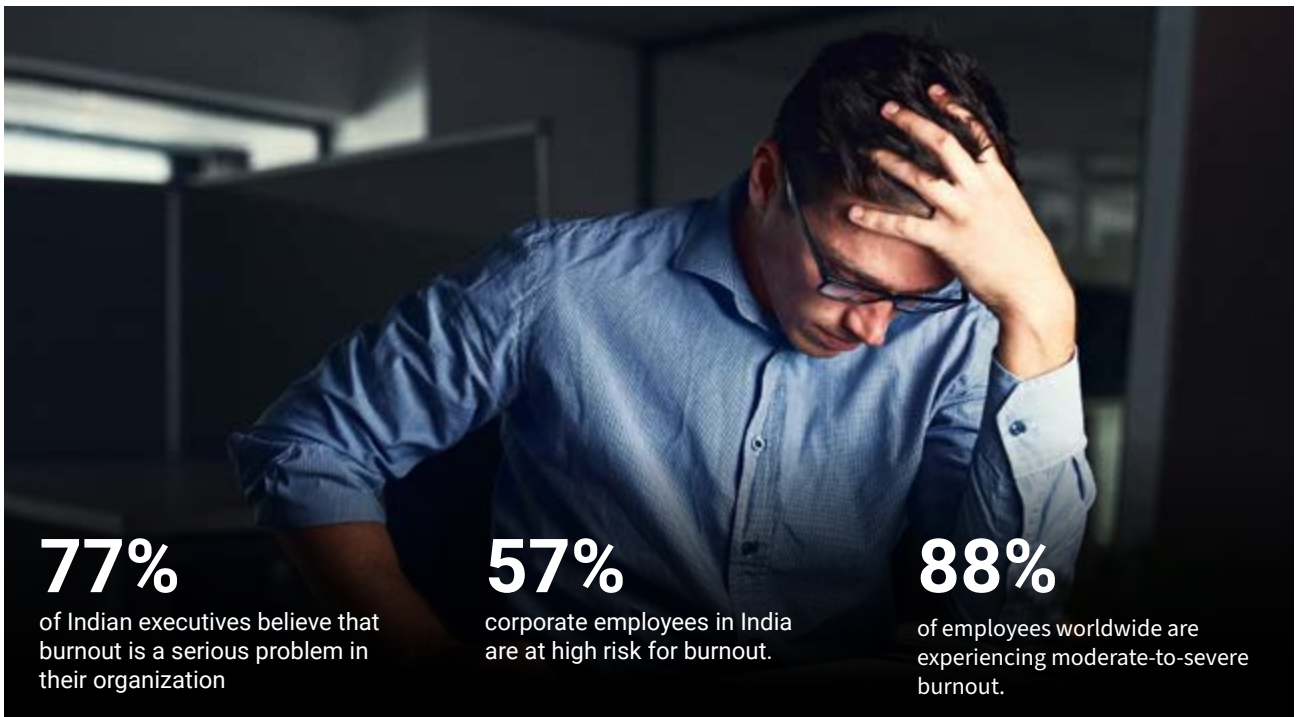
EMPLOYEES?

Have you ever thought about this pertinent question ?

In this ever-evolving scenario - Burnout and stress are prevalent issues across sectors, affecting professionals in primary, secondary, and tertiary industries. Despite their ubiquity, the question of how to effectively address these challenges lacks a one-size-fits-all answer.

Finding comprehensive solutions to combat burnout and stress is a complex endeavor that requires tailored approaches to meet the unique needs of each sector and its workforce.

The demanding and fast-paced nature of technology jobs, long hours, high expectations for performance, and constant advancements can contribute to burnout.

77%
of Indian executives believe that burnout is a serious problem in their organization

57%
corporate employees in India are at high risk for burnout.

88%
of employees worldwide are experiencing moderate-to-severe burnout.

Which is the sector in your opinion has a high burn out for the white collar employees ?

19%
BFSI

49%
IT, ITeS , SaaS, HiTech

10%
FMCG + Manufacturing

22%
Services + Retail
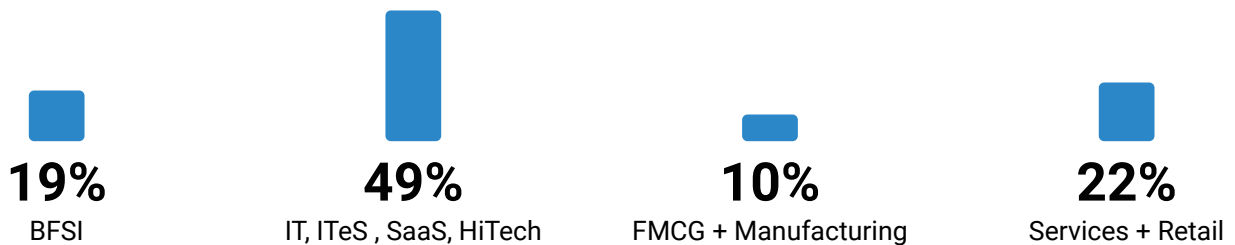
How important is talent retention in high-pressure enterprise and startup environments, and what role do mental health and wellness play in this?

In the critical growth phase of a startup, retaining talent demands a strategic and multi-faceted approach that aligns with the motivations and expectations of employees.

What is the best way to retain talent in a growth phase of a startup ?

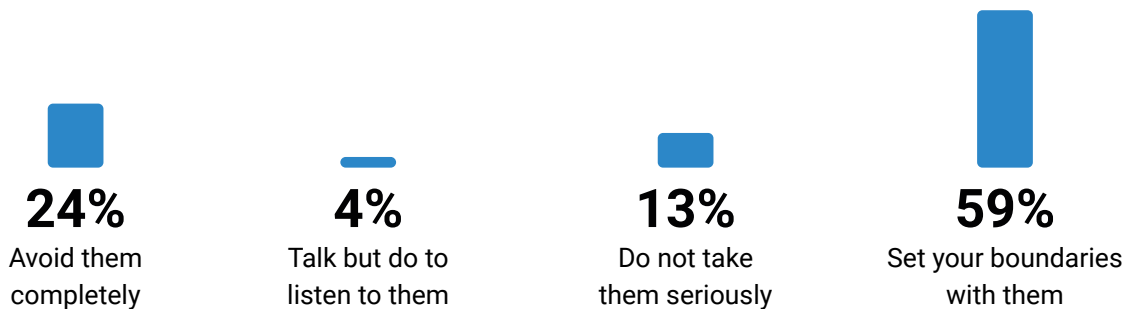| **30%** | **16%** | **44%** | **10%** |
| Performance Based Bonus + Hike | Spot Bonuses + ESOPs | Focus On Great Culture | Mentoring Them 121 |

How does one keep away from negative, self-centred, selfish, sycophants in life and at work - The key thing to build a robust mental health stance for employees at large.

Navigating through life involves encountering individuals who exude negativity, selfishness, and a self-centered attitude. Dealing with this negativity is not just taxing but can potentially hinder personal growth and productivity. ***80% of global executives believe that bad behavior at work is a serious problem in their organization.*** (Deloitte, 2021 to understand how people cope with these challenges, a survey was conducted, shedding light on prevailing attitudes and how employees prefer to deal with them

How do you keep away from negative, self-centred, selfish, sycophants in life and at work?

24%	**4%**	**13%**	**59%**
Avoid them completely	Talk but do to listen to them	Do not take them seriously	Set your boundaries with them

Law 1   Avoid Negative People

Steer clear of those who exude negativity. They not only project pessimism but can drain the energy and enthusiasm of those around them. Their relentless criticism and fault-finding behaviour can be toxic. The best approach when encountering them is to distance yourself swiftly.

Law 2   Keep Away from Sycophants

Sycophants may appear agreeable, but they often work against your interests both openly and behind your back. These individuals, akin to deceptive icebergs, work to sink your endeavours, behind your back.

## Law 3   Stay Far Away from Selfish, Self-Centered Individuals

Individuals who prioritize their interests above all else can be detrimental. Their actions, driven solely by self-gain, often hinder the well-being and success of others. They take pleasure in belittling those they deem less useful. These self-centered individuals can be a colossal liability to startups, enterprises, and the broader community.

Mental health is often an overlooked topic in the conversation surrounding startups and growth-bound companies. While discussions about employee benefits and engagement are commonplace, the question of whether mental health is a priority in these settings is not as frequently addressed.

For those in leadership roles, such as Leaders, CXOs, CHROs, and Founders, and even employees, the perspective on this matter is invaluable. Does your organization prioritize mental health, and if so, to what extent?
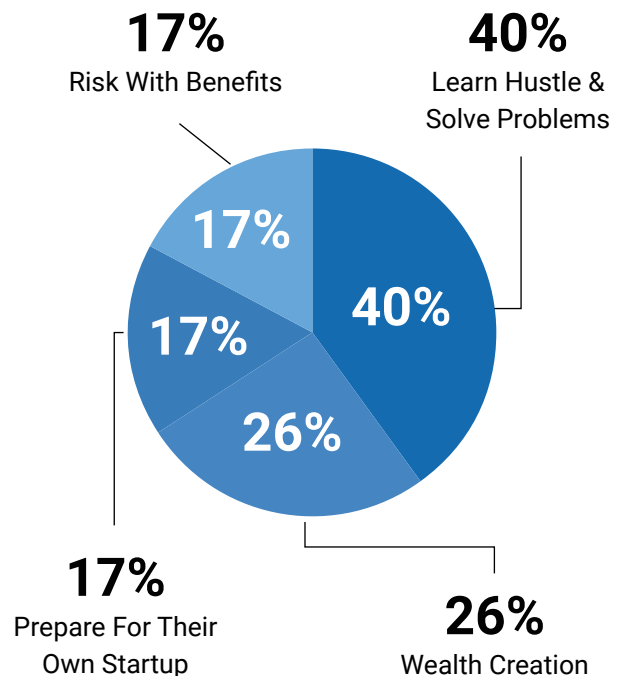
Why should mental health be a priority across startups, growth bound companies, and small businesses?

Mental health has emerged as a crucial concern in the dynamic landscape of startups, burgeoning enterprises, and small businesses. This survey sought to gauge the perception of professionals within these domains regarding the priority accorded to mental health.

31%
Never

61%
Yes, Depends on Leadership

4%
Depends On The Sector

4%
Depends On The Budgets
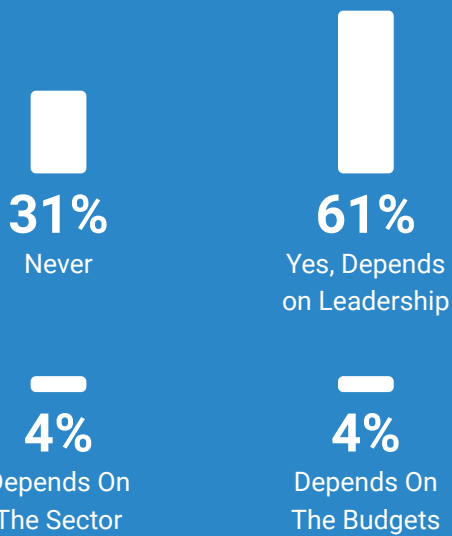
What drives the motivation to work with startups and early stage companies especially in these tough times?

Individuals often have distinct motivations when considering employment in a startup or early-stage business. These motivations vary greatly, from professional ambitions to personal circumstances. However, for a significant section, the commonality stands out - the desire to make a tangible impact, fueled by a blend of financial aspirations and professional growth aspects.

17%
Risk With Benefits

40%
Learn Hustle & Solve Problems

17%
Prepare For Their Own Startup

26%
Wealth Creation

An exemplary leadership drives the wheels of growth, for both enterprises and startups in a dynamic business landscape. Here's what the leaders say:

As projected, the perception is shifting towards a more nuanced understanding of what defines a good CEO. We conducted a survey and an astounding **62%** of our respondents believe that the CEO's leadership style plays a very important role. An effective leader sets the tone for the entire company, impacting the culture, the strategies, and the overall workplace environment.

Moreover, a CEO's leadership style defines how the organization deals with risks and challenges and navigates the waters of corporate complexities. Leadership extends beyond the definition of making decisions and sitting on top of it all. Effective leadership ensures productive growth and empowers the workforce to achieve a positive vision together.

14%
An Introvert

13%
An Extrovert

12%
Depends on the Business Stage

62%
Depends on Leadership Style

Impact of leadership style on company culture

A CEO is primarily the glue that binds the entire organization. In a growth-bound startup or enterprise, the paramount quality a CEO should possess defines the growth and environment of the entire workforce.

As indicated by a significant **51%** of respondents in our survey, a growth mindset encapsulates adaptability, resilience, and a constant drive for improvement, which is quintessential in navigating the challenges and rapid changes that come when scaling a business.
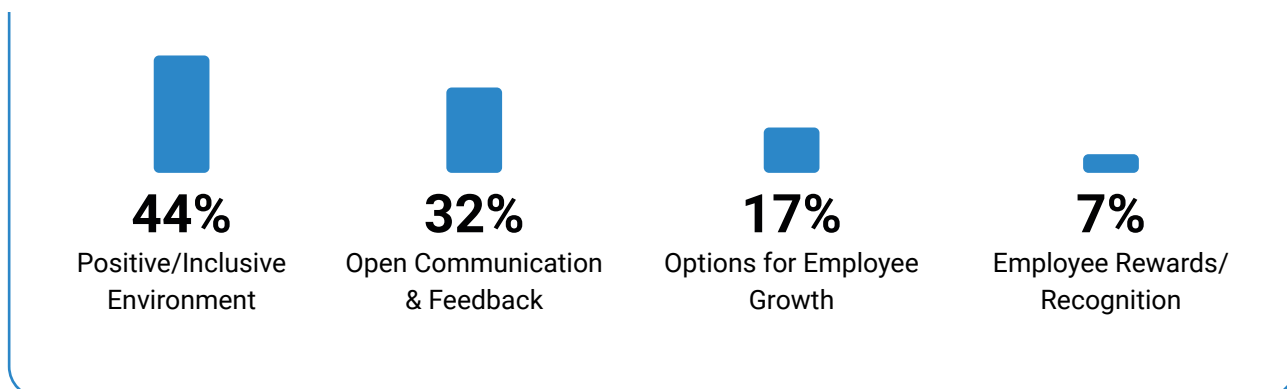
Empathy and leadership, favored by **38%** of our respondents, are equally vital. Effective leaders understand their team, inspire them, and create a collaborative, supportive space. Empathy helps in making informed decisions that consider the well-being and motivations of employees.

Creating wealth for stakeholders, acknowledged by **5%** of the participants, is crucial but not the sole purpose. While generating value and returns is important, a growth-bound organization should prioritize sustainable growth and long-term impact over immediate gains.

Having great financial acumen, as mentioned by **6%** of our respondents, is undoubtedly valuable. Understanding financial dynamics, optimizing resources, and making sound financial decisions are critical for the success and sustainability of a business.

As a Leader/Founder/CXO, what, according to you, is the best way that can account for improving the company's culture?

44%	**32%**	**17%**	**7%**
Positive/Inclusive Environment	Open Communication & Feedback	Options for Employee Growth	Employee Rewards/ Recognition

Strategies to combat mental health stressors at the workplace - Introduce Effective EAPs

Implementing effective Employee Assistance Programs (EAPs) is of utmost importance when it comes to combating mental health stressors in the workplace. EAPs are a proactive response to the mental well-being of employees, a commitment to their welfare. With confidential, readily accessible Counseling and support services they address a spectrum of mental health challenges faced by employees.

By introducing EAPs, employers create a safety net for their workforce, promoting an environment where employees feel valued and cared for.

One of the primary advantages of EAPs is their versatility. They provide employees with a lifeline during personal or professional crises, offering guidance, resources, and Counseling services. EAPs help mitigate the stigma surrounding mental health discussions by encouraging open conversations and early intervention. This, in turn, can lead to reduced absenteeism, increased productivity, and enhanced job satisfaction. EAPs are not just CSR activities but an investment into the wellbeing of your workforce.

Furthermore, the implementation of EAPs is not merely a compassionate endeavour; it is a strategic investment in the long-term success of both the employees and the organization, as a mentally healthy workforce is a more engaged, resilient, and productive one.

United We Care is a pioneering mental health and wellness company that is driving a global transformation in the field of mental well-being. United We Care's comprehensive approach covers all stages of mental health, ranging from diagnosis to prevention, care, and post-care support. This holistic strategy positions us at the forefront of the mental health revolution, and we remain dedicated to making a profound and lasting impact on the mental well-being of individuals globally.

TRADITIONAL EAP SOLUTIONS
Pure staple Services for Employees in an entreprise

INNOVATIVE EAP SOLUTIONS
Deep Tech Company Focussed at Mental Health and Wellness Globally

Services Provides
Trainers, Coaches and Psychologists

- Raw
- Semi Trained
- Engagement Works Like a BPO - Call In Call Out

- Premium Content on *ADHD, Depression, Anxiety, parenting, Stress* etc.
- *Self Assessment* Based Journey
- Very *Personalized Journey* Through Stella
- Stella - No. 1 *Global Virtual Wellness Coach*
- Detects *40+ Human Emotions*
- Understands *29 Languages*
- *80% Efficacy of Diagnosis* - Mental health (understanding human behaviour at its core)
- 1 to a Million *AI Based Clinical Diagnosis* Possible
- *Trained Experts, Psychologists and Coaches* with minimum 3 years of active experience
- Certified - Verified and *Legally Approved*
- *Millennials Focussed* Solutions

Utilization Of Services

Less Than **1%**

Very Low Adoption

More Than **60% Utilization**

18-20 Minutes Time Spend On The App - *DAILY*

Age-group **35-44 years old**

Enterprise Connect System

Generally work with a Toll Free Number

Physical Presence At Times

- Professional *Data-led Dashboard*
- Data science-led discoveries
- *Push Notifications* On Demand
- Tech Led Analysis
- Clinical Efficacy
- Work With a *Calendar of Events* - Plan Deep, Horizontal and Vertical
- More *Engagement on App With Experts*
- High *Repeat Usage*

Full Stack Tech & Patents

None

We Have Filled 4 Patents on *Tech in Wellness* and More to Go

Data Security and Data Privacy

Some Have It

- GDPR/HIPAA Compliant and ISO 27001 Certified

Reporting Structures

Staple Reporting in Excel Sheets or Formats

Macro levels

- Dashboard Based
- We Identify The Problems through the dashboards
- We Drill Down To Check Efficacy - Age, Gender, Function, Department Wise

Enterprise Efficacy Build Up

All groups, Nothing in focus

No Clear Demarcation Usage

- Our Focus is data science based - Data Driven Results
- Focussed Age Group - Remains the key focus across Entreprises - Need Based and Analytics Based Derivation
- Less Absenteeism Across Enterprises
- High Productivity
- Better Sleeping Patterns

CONCLUSION

In conclusion, the state of mental health and wellness in the workplace has taken center stage in today's rapidly evolving business landscape. The importance of mental well-being transcends mere corporate social responsibility; it is a strategic imperative that directly impacts the bottom line of organizations.

Our research revealed that leaders across various industries increasingly recognize the critical role of mental health in their workforce, with a significant 71% acknowledging its extreme importance. This shift in awareness imposes the pivotal influence of effective leadership on shaping a supportive workplace culture.

The statistics are stark. These numbers emphasize the urgent need for comprehensive mental health support and workplace initiatives. It is clear that mental health and wellness are not optional add-ons but fundamental drivers of success in both startups and established enterprises. Encouraging a culture that prioritizes mental health, instills loyalty, trust, and, ultimately, a more engaged and productive workforce.

United We Care, a leading mental health and wellness company, is at the forefront of this transformative journey, offering a comprehensive approach to mental well-being, from diagnosis to prevention, care, and post-care support.

With a dedicated focus on improving mental health on a global scale, we are committed to making a profound and lasting impact on the well-being of individuals worldwide. Together, we can create workplaces that empower individuals to thrive, ensuring a brighter, mentally healthier future for all.

Global Point Of View

Amit Sahoo
Vice President & Global Head of HR

Employee wellness programs have fostered a more positive and supportive work environment

Vijayaraghavan Pisharody
Managing Partner

Employee wellness programs have cultivated a work environment that is more positive and supportive

Gauri Das
SVP and Head HR/ TEDx speaker/Author/ National President- Future of Work

Employee wellness programs have cultivated a work environment that is more positive and supportive

Pramod Solanki, Ph. D.
Growth Catalyst for Organisations & Individuals | Leadership Coach

Employee wellness programs contributed to improved employee morale

Linda S Moore
CEO Access Health 360 | Lifestyle Entrepreneur | Business Strategist

EAP contributed to higher productivity, improved morale, reduced absenteeism, a more positive work environment, and increased employee satisfaction

Nagaraj N.
CHRO I 7 Successful Start-Ups I C-Suite Coach I Board Director I Delivery Head

Employee wellness programs contributed to improved employee morale

UNITED WE CARE

"Your mental health journey may be difficult, but it's worth it."