



# Behavioral Health and Well-Being at Work

## BEHAVIORAL HEALTH AND WELL-BEING IN THE WORKPLACE

Nearly one in five working adults has major behavioral health issues and many more struggle with anxiety, stress, depression, sleep issues and substance usage. The current pandemic as well as concerns about racism and social injustice have increased the frequency and impact of these behavioral health issues.

Pathways at Work provides comprehensive behavioral health support programs consistent with the Centers for Disease Control and Prevention (CDC) recommendations to improve the health and well-being of your employees. The CDC encourages employers to host programs on stress management, depression, alcohol and substance use, sleep, and fatigue. The CDC also recommends that employers provide managers with training to improve their ability to recognize and reduce workplace behavioral health issues.

## WHAT'S THE BOTTOM LINE FOR EMPLOYERS?

As an employer, providing behavioral health support can lead to improved employee health and performance. Effective behavioral health programs consistently yield positive ROI and can reduce healthcare costs, turnover, productivity losses, liability, injuries and disability costs.

- 75% of US employers view stress as their number one health and productivity concern (Willis Towers Watson).
- The American Psychological Association estimates 550 million workdays are lost each year due to job stress, with an estimated 1 million workers absent every day due to stress.
- 95% of HR leaders agree burnout is affecting employee retention, and 87% called improved retention a high/critical priority (Kronos and Future Workplace survey).
- 46% of HR leaders surveyed say employee burnout is responsible for up to half of their annual workforce turnover (Kronos and Future Workplace).

## PATHWAYS AT WORK

Pathways is one of America's largest providers of behavioral health services. The Pathways at Work program provides cost effective, cutting edge support to employees of companies committed to improving their workplaces and their employees' emotional well-being.

The Pathways at Work program is a comprehensive series of instructor-led and on-demand virtual training sessions as well as interactive discussion groups that include programs focused on both topical and essential subjects. Each program module has been skillfully prepared by experienced clinicians and provides practical advice that employees and their companies have embraced, applauded, and used.

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## SAMPLE BEHAVIORAL HEALTH SUPPORT PROGRAMS

### Racism and Social Injustice

Learn about the emotional and behavioral health consequences of racism and social injustice. This instructor-led and on-demand virtual training series helps participants understand how individual experiences and societal stresses due to racism and social injustice impact the emotional well-being of employees and their colleagues.

### Stress and Anxiety During the Pandemic and Beyond

This instructor-led and on-demand virtual training series helps participants understand how individual, family and societal stresses due to the pandemic impact the emotional and behavioral health of employees, families, and workplace colleagues. After attending this series, participants will understand how to take meaningful actions to manage emotions and improve behavioral health.

### Building Productive and Healthy Workplaces

Learn about the consequences of stress, anxiety, depression, conflict, burnout, substance use, self-destructive behavior, family issues and other common behavioral health challenges. After attending this series, participants will understand how common behavioral health challenges affect employees and how to take meaningful actions to manage emotions and improve behavioral health.

## COMPREHENSIVE BEHAVIORAL HEALTH SUPPORT PROGRAMS

### Virtual Training

Live virtual sessions are designed to help your employees learn actionable strategies to manage common behavioral health and well-being concerns. With both live and on-demand resources, your employees can learn at their own pace.

### Group Coaching

Discussion groups and coaching led by Pathways behavioral health professionals allow your team members to discuss challenges, work toward solutions, and get support from subject matter experts in behavioral health and well-being.

### Tools, Worksheets, and Handouts

Each instructor-led and on-demand virtual training series is supplemented by handouts, tools, checklists, and worksheets to help your employees implement strategies to manage their behavioral health and well-being by taking real action.

## BUILT BY EXPERTS IN BEHAVIORAL HEALTH

All of our comprehensive behavioral health support programs are developed with the leadership of experts in behavioral health and well-being with the support of instructional designers. Our dedicated teams maintain specialized behavioral health credentials and undergo extensive training in coaching, presentation, and training. This expertise assures our programs are consistent with CDC guidelines and best practices in behavioral health coaching.

## TAKE ACTION NOW

To learn more about implementing behavioral health and well-being programs in your workplace, **visit us online** at [www.PathwaysatWork.com](http://www.PathwaysatWork.com) to **watch an on-demand webinar** or **request a complimentary consultation**.