



A PANDEMIC LEGACY:
**GREATER FOCUS ON
 MENTAL WELL-BEING
 OF THE WORKFORCE**

PRE-COVID-19:

**i4cp's Research Established
 Growing Emphasis on
 Employee Mental Health**

i4cp's late-2019 research into holistic, or whole-person, employee well-being found significant interest in the mental wellness of business workforces:

52% of large organizations' workforce well-being programs emphasized **mental/emotional health** to a high/very high extent.

69% of business leaders expected to increase emphasis on **mental well-being** in the next two years.

MID COVID-19:

The Pandemic Raised the Stakes

COVID-19 raised awareness and accelerated organizational emphasis on employee mental well-being. Mid-pandemic:

63% of large organizations report high/very high focus on **employee mental health**, a strategy strongly linked to better market performance and higher levels of overall employee well-being.

Although the pandemic increased attention on **mental health**, program effectiveness lags—**only 30%** of organizations rate their **mental well-being programs** for employees highly/very highly effective.



i4cp defines **next practices** as strategies that strongly correlate to better market performance but are currently in limited use—typically by high-performance organizations.

WHAT'S AHEAD?

The ongoing pandemic, social unrest, political upheaval, economic uncertainty, and other stressors have organizations foreseeing even more growth in their emphasis on the mental well-being of employees in 2021.

Of the six elements of i4cp's holistic well-being model—physical, mental, financial, career, community, social—mental health is expected to far outdistance the others in heightened focus by large organizations.

84% of business leaders say COVID-19 will drive up emphasis on **employee mental health** in the coming year.

APPLY NEXT PRACTICES NOW

Strengthen your organization's health and overall performance by improving employee mental well-being program effectiveness. Apply these **next practices** top organizations use to support mental wellness:

- 1. Prioritize a broad approach to well-being.** i4cp discovered that when organizations also emphasize the financial, career, and social well-being of their employees, those firms report greater effectiveness in their mental health programs.
- 2. Educate all leaders and employees to recognize signs of mental and emotional distress** in themselves and others and how to take appropriate action to help.
- 3. Make it safe for individuals to speak up** when they feel overwhelmed by too many requests to collaborate.
- 4. Encourage employees to raise concerns** about their own—and their co-workers'—mental health.

Sources:

Pre-pandemic data: i4cp's *Next Practices in Holistic Well-being: The Performance Advantage*

Mid-pandemic data: i4cp and WorldatWork's *Before and After: Effects of the Pandemic on Workforce Well-being and Employer Healthcare Plans*



Get the full research study at
go.i4cp.com/wellbeing