

evolvedMD



The Business Case For Employee Wellness

Sentari Minor, Head of Strategy

Kim Ho, Head of Sales

Welcome + Introductions



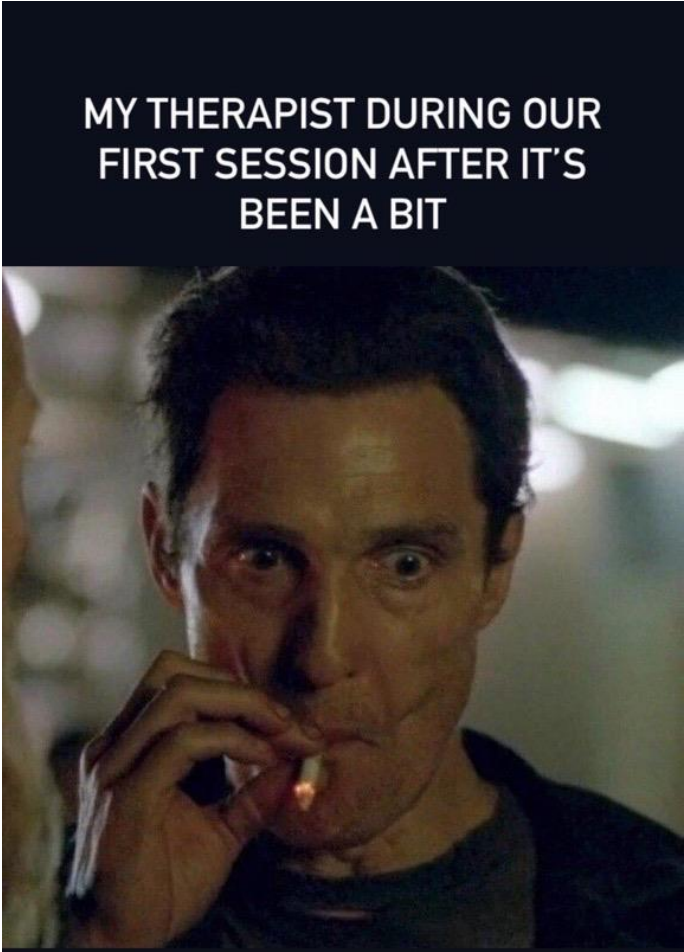
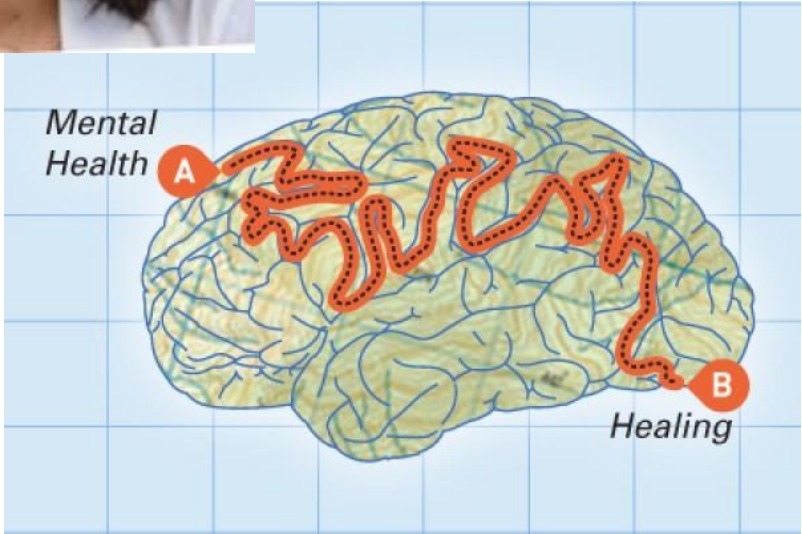
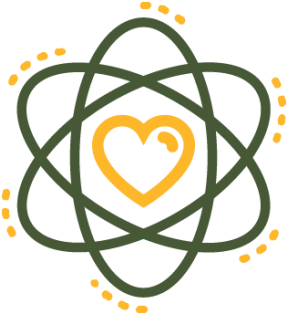
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Getting Personal: Our Mental Health Journeys



Framing the Conversation: Workplace Well-Being is Suffering



General Mental Health Key Highlights

- 41% of all U.S. adults have experienced at least one adverse mental or behavioral health symptom during the COVID-19 pandemic¹
- Rates of treatment for depression remain low, and the treatment received is often inadequate²
- For patients suffering from the most severe form of depression, less than half receive any type of treatment³
- Arizona ranks 49th for mental health with a higher prevalence and lower access to care.⁴

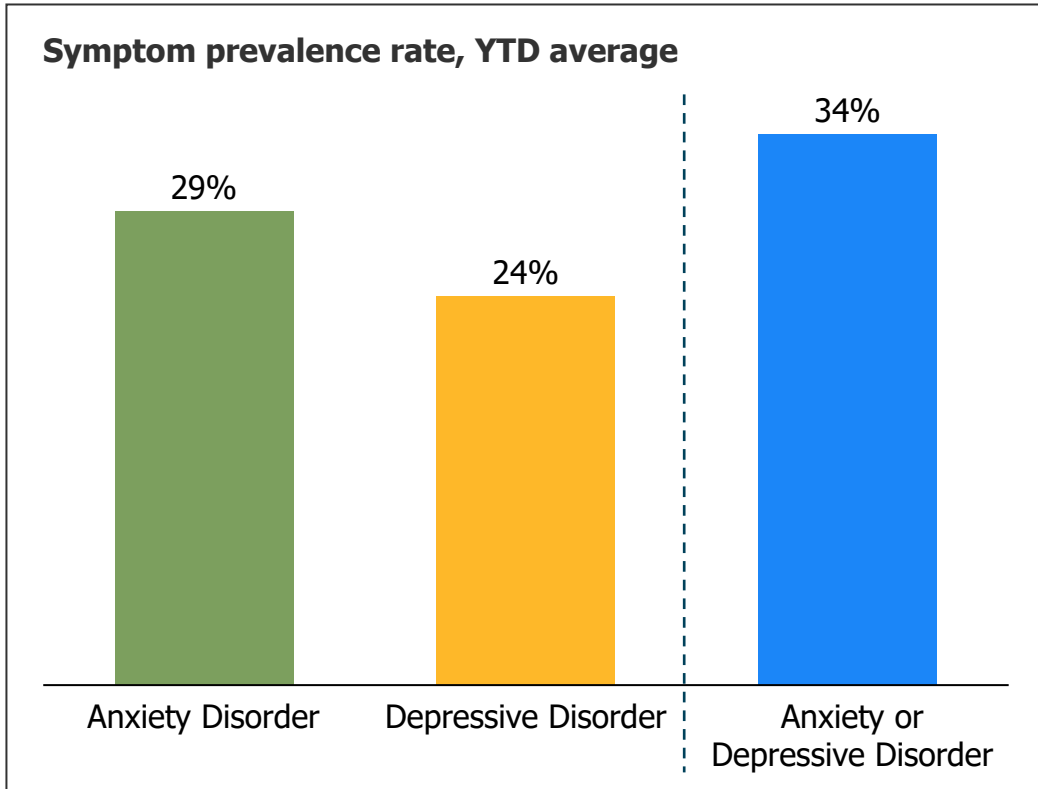


1. Czeisler, et al. Mental Health, Substance Use, and Suicidal Ideation During the COVID-19 Pandemic – United States, June 24-30, 2020. Morbidity and Mortality Weekly Report. CDC. 2020 Aug 14;69(32):1049-1057.
2. Pratt, L and Brody D. Depression in the U.S. Household Population, 2009-2012 No. 172. NCHS Data Brief. 2014 Dec;172:1-8.
3. Wittayanukorn, et al. Prevalence of Depressive Symptoms and Predictors of Treatment Among US Adults from 2005 to 2010. General Hospital Psychiatry. 2014 May-Jun;36(3):330-336.
4. State of Mental Health 2022 Mental Health America

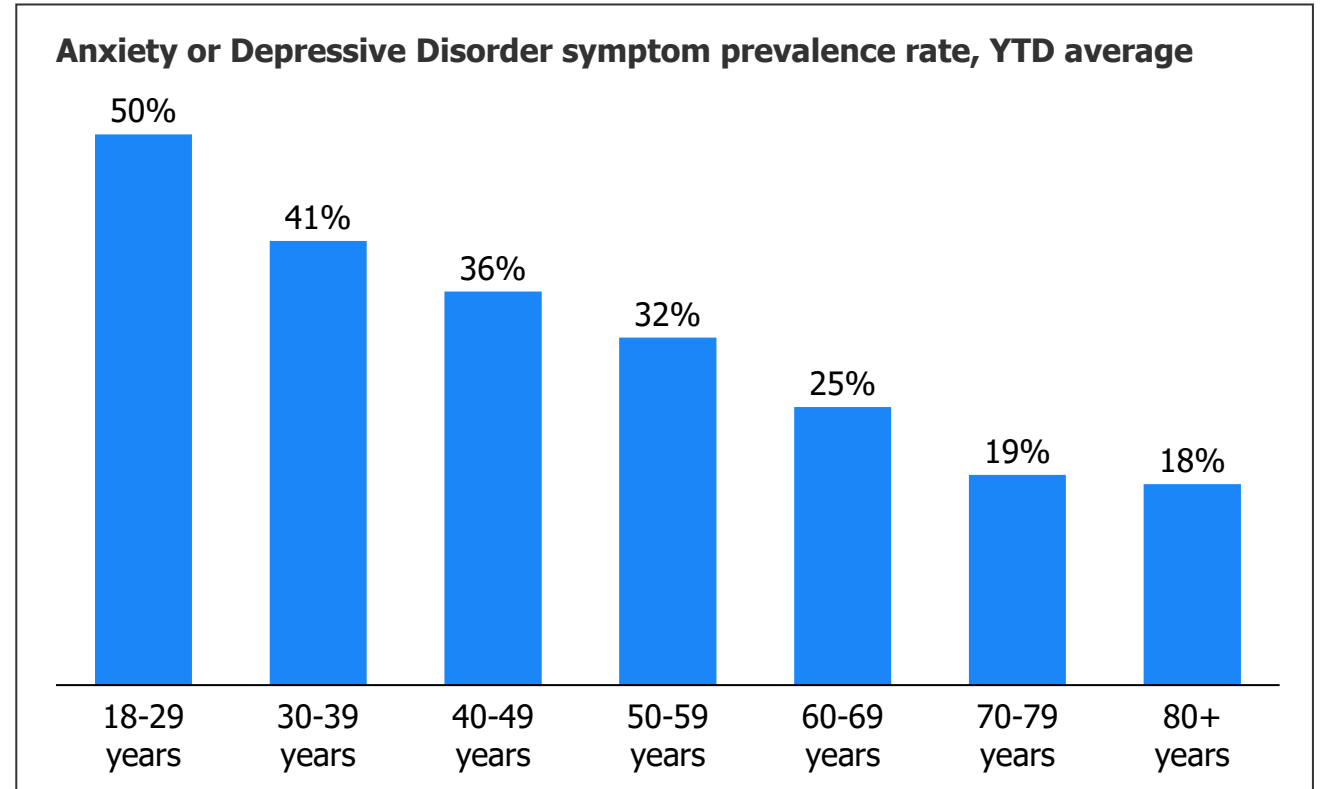


Anxiety and depressive disorders are very common, especially for adults under 50 years old

More than 1/3 of all adults are experiencing indicators of either an anxiety or depressive disorder...



... and these prevalence rates are highly correlated to age, with the 18-49 year old ranges all being above the national average



Defining Burnout + Data + Statistics

- Burnout – one or more symptoms of emotional exhaustion, depersonalization, and/or decreased sense of personal accomplishment¹
- Contributing factors: Personal strife and navigating the world post-covid, return to office, being overly self-critical, poor emotional regulation, unrealistic expectations for productivity¹
- 76% of employees experience burnout on the job at least sometimes²
- 28% experience burnout “very often” or “always”²
- Only 24% feel strongly their organization cares about their well-being³



1. <https://www.evolvedmd.com/resources/the-path-to-workplace-well-being-key-takeaways-from-evolvedmd-cfha>
2. <https://www.gallup.com/workplace/282659/employee-burnout-perspective-paper.aspx>
3. <https://www.gallup.com/workplace/390776/percent-feel-employer-cares-wellbeing-plummet.aspx>

Live Poll

What has burnout looked like for you in your career?

To participate:

1. Visit menti.com
2. Enter code: 9853 6943



Let's Discuss



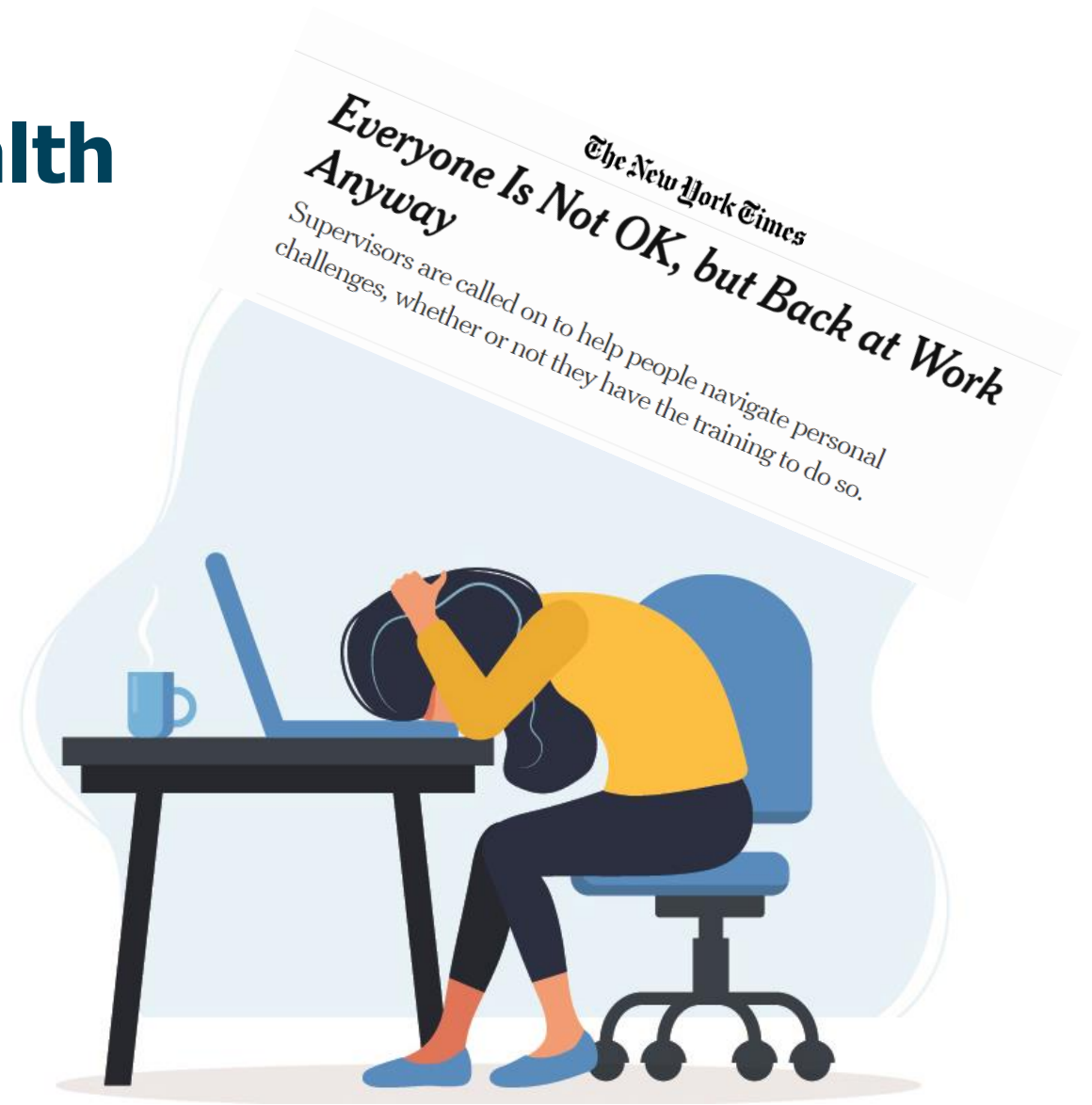
Business Impact of Mental Health

Problem

- Absenteeism – Depression causes an estimated 200 million lost workdays annually¹
- Economic Impact – Costs employers \$17 – \$44B annually¹

Solution

- Prioritize Mental Health – Be intentional about employee well-being and wellness.
- Economic Impact – Prioritizing mental health can save businesses \$225B annually²



1. <https://www.cdc.gov/workplacehealthpromotion/health-strategies/depression/evaluation-measures/index.html>
2. <https://www.inc.com/matthew-jones/how-mental-health-can-save-businesses-225-billion-each-year.html>



Brands Pitch Mental Health¹

- Fashion, hospitality, automakers, fast food, and other brands are now incorporating mental health into messaging.
- More customers are looking to brands to understand their stressors and frustrations.
- So are employees. What can businesses do?



POWERADE[®]

KIMPTON[®]
hotels & restaurants



1. From GM to Powerade, Brands Pitch Mental Health, The Wall Street Journal



Practical Solutions for Businesses



Good Business Practices: Case Study/evolvedMD Incentivizing Self-Care

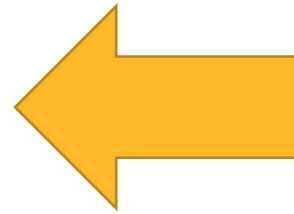
- Good Culture Drives Good Business. We're proof.¹
- evolvedMD: People-Focused + People First
- Incentivize Self Care + Prioritize Wellness

PHOENIX BUSINESS JOURNAL

Recognized as a **“Best Place to Work”**
by the Phoenix Business Journal!



Foster Psychological Safety



Invite Open + Honest Dialogue



Promote Work-Life Balance



Prioritize Workplace Wellness



Wellness Committee

Promote, encourage, and support healthy behaviors to enhance culture of wellness.

12 Days of Self-Care



DAY 1: BREATHE

Complete at least one breathing or meditation exercise



Charlene Wong

Oct 26, 2021 · 6 min read · Listen



Easing Workplace Stress: Cultivating a Culture of Care and Wellness





Developing a People-Centric Culture

We are nothing without our people:

- 1. See the Human Behind the Title** – Allow employees to show up as their authentic selves
- 2. Encourage Mentorship Opportunities** – Prioritize personal and professional development through internal/external mentorship opportunities.
- 3. Champion DEI Initiatives** – Programming to collaborate and identify ways to promote diversity, equity, and inclusion in the workplace.
- 4. Set Work Boundaries** – Allow employees to take time during the workday to practice self-care.



Develop + Deliver Top Town Policies

- **Boundaries as a Policy** – Confine Work to Business Hours
- **Incentivize Self Care** – Link Compensation to Wellness
- **Promote Employee Engagement** – Foster Connections + Nurture Personal and Professional Development
- **Operationalize Culture** – Discuss Wellness + Well Being in Every Employee Interaction

Sarah Hanchett | Director of Clinical Services



Water Bottle

"I am the water drinking queen! I find that when I stay hydrated, I have more energy to take on the demands of each day. You'll never see me without a metal water flask—and maybe even a second one for good measure—so I can enjoy cold refreshing water all day and stay energized."

Kim Ho | Director of Sales



Dice

"Self-care for me is daily 10-minute meditation before bed and reading a page from Mark Nepo's Book of Awakening (there is a short reading for each day of the year). I find that both center me, create space and perspective, and allow me to ease daily stress. Whatever lets you sit in peace with yourself."

evolvedMD 2022 Employee Engagement



I.D.E.A.L. Framework + Mindset

Foster learning, problem-solving, creativity, work-life balance, clarity, and more.



Leadership Field Days

Connect and engage with executive leadership while nurturing professional development.



Performance Management System

Personal and team goal setting, performance review, and performance improvement.



New Hire Buddy Program

Onboarding and knowledge-sharing to orient new employees and build relationships.



Wellness Committee

Promote, encourage, and support healthy behaviors to enhance culture of wellness.



Career Mapping + Planning

Chart your course within evolvedMD and create a meaningful, fulfilling career path.



Tenure-Based Graduated PTO

Earn additional time off based on tenure, increasing each year.



Practical Solutions for Individuals



Practical Solutions for Individuals

- **Put Yourself First** – “On a scale of 1-10, how am I feeling/doing in each domain and what would get me to one point higher?”
- **Commit to Whole-Person Care** – Practice good physical and mental health
- **Write, Write, Write** – Put thoughts and feelings on paper in a journal or notebook
- **Find + Nurture What Fulfills You** – Pursue a hobby to keep you focused and centered
- **Leverage Community With Vulnerability** – Ask for help without feeling guilty



Key Takeaways

- Workplace Wellness + Well-Being Are Suffering
- Problem: Mental Health Issues Cost Companies Money
- Solution: Prioritize Mental Health + Employee Well-Being
- What Can Businesses Do?
 - Foster psychological safety
 - Promote work-life balance
 - Prioritize work-place wellness
 - Develop and nurture people-centric culture
- What Can Individuals Do?
 - Put yourself first
 - Commit to whole-person care
 - Write, write, write
 - Find and nurture what fulfills you
 - Leverage community with vulnerability



Q + A

