



An Industry Comparison of Employee Behavioral Health

Behavioral Health Impact Study



YOUR INDUSTRY AND EMPLOYEE BEHAVIORAL HEALTH

3

MENTAL HEALTH CONDITIONS BY INDUSTRY

4

ADDICTION AND SUBSTANCE ABUSE BY INDUSTRY

6

WORKPLACE IMPACTS

7

SEEKING HELP FOR MENTAL HEALTH ISSUES

11

SEEKING HELP FOR SUBSTANCE ABUSE

12

PERCEPTIONS OF EMPLOYERS

14

EMPLOYER SUPPORT

17

CREATING A SUPPORTIVE WORKPLACE

18

Your Industry and Employee Behavioral Health

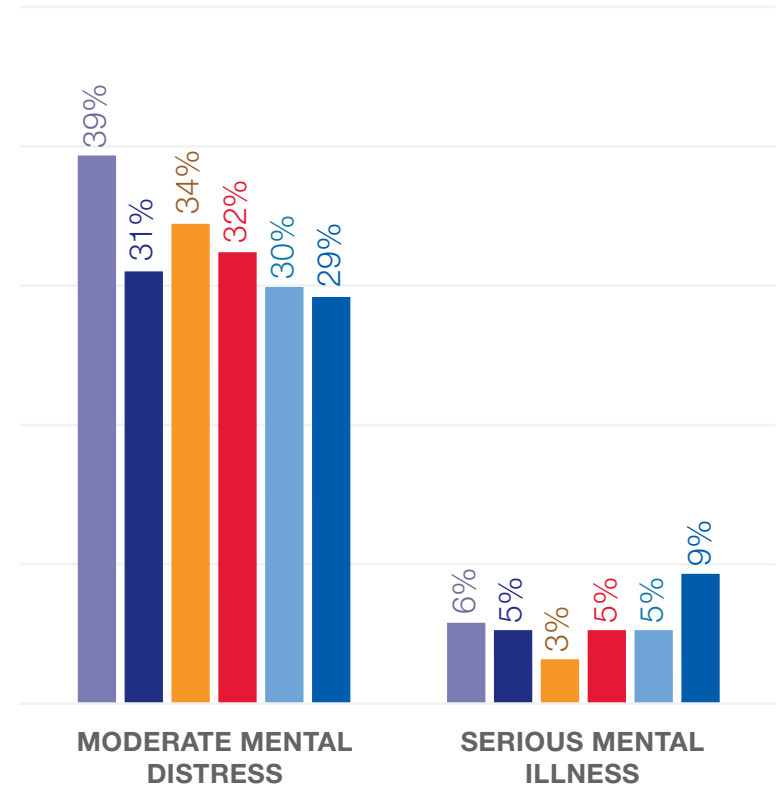
Employees are juggling a lot more than just projects and workload. They're balancing home and work life, personal relationships and finances, and adapting to social disruptions out of their control. They also might be struggling with a mental health distress, such as depression or anxiety, or substance abuse challenges.



39% of workers suffer from mental health issues

The Standard conducted the Behavioral Health Impact Study of more than 2,000 employees from a variety of industries. In this report you'll learn how prevalent behavioral health issues are in your industry, and what you can do to help create a workplace culture that fosters good mental health.

MENTAL DISTRESS AND ILLNESS BY INDUSTRY



- INDUSTRY
- Education ●
 - Finance ●
 - Government ●
 - Healthcare ●
 - Manufacturing ●
 - Technology ●

Mental Health Conditions by Industry

Workers face a variety of mental health issues that can include struggles with work-related stress to coping with PTSD.

However, two serious mental health issues are dominant across all industries: **depression and anxiety.**

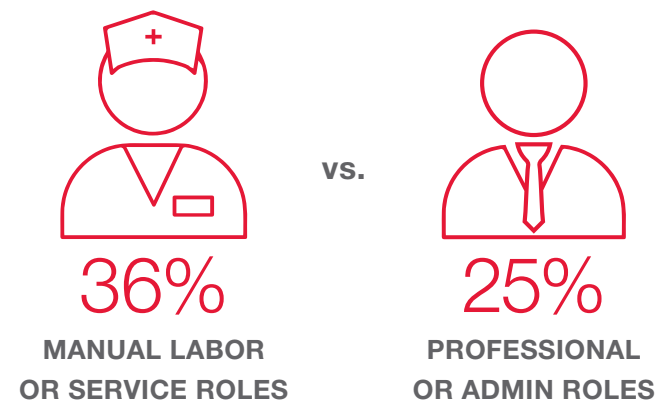
We also found employees in certain types of roles saw higher rates of mental health conditions. For instance, healthcare workers with manual or service roles, such as nurses and custodians, are more likely to experience mental health issues.

OF THOSE WITH **MENTAL HEALTH ISSUES**,
WHAT ARE THEY REPORTING?

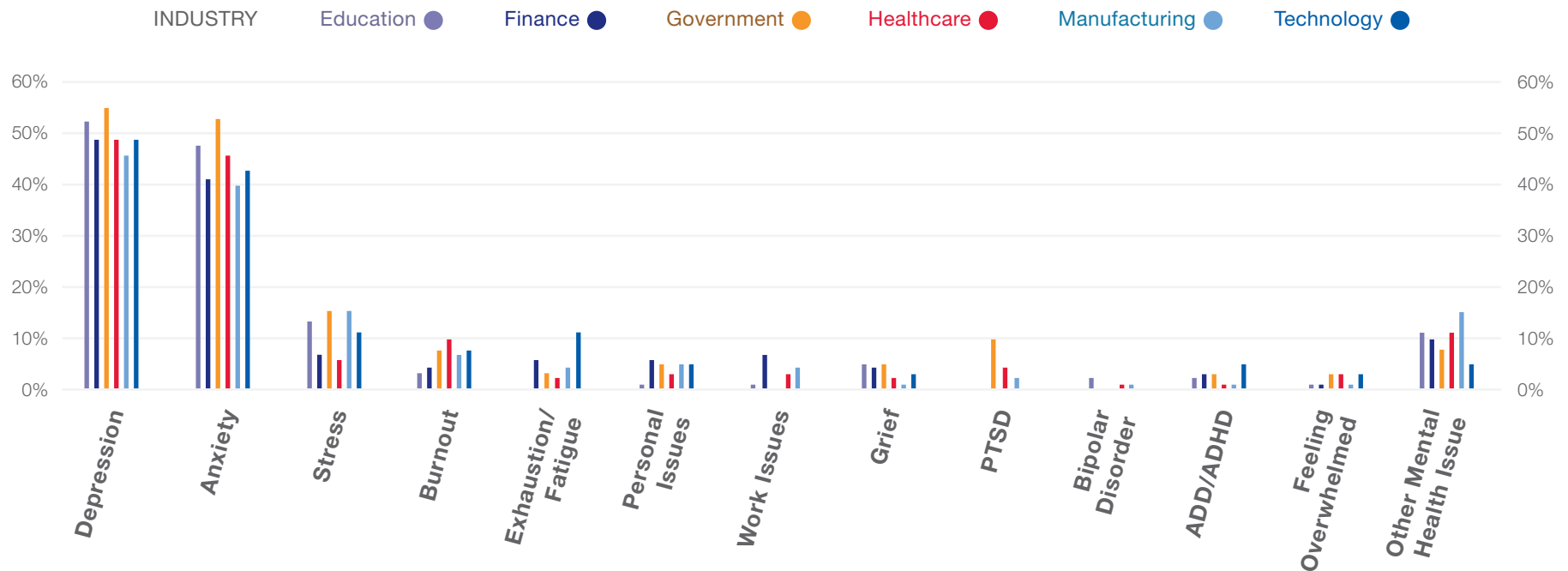


Other specific issues were reported by 11% or fewer

HEALTHCARE WORKERS WITH
MODERATE MENTAL DISTRESS



OF THOSE WITH MENTAL HEALTH ISSUES, WHAT ARE THEY REPORTING?



Mental Health Conditions by Industry, continued

The full results show that mental health issues range in type and are spread across all industries. However, among the respondents in our study, some industries see higher numbers of a specific mental health issue, such as fatigue in the tech sector, PTSD in government, and work issues in finance.

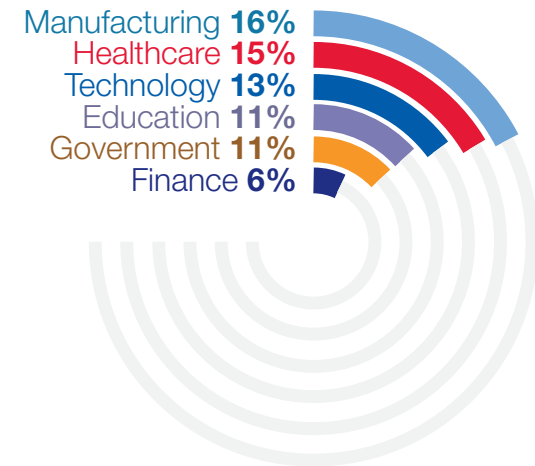
It's important to note mental health condition rates can evolve, especially due to events such as the COVID-19 Pandemic. For example, added demands of healthcare workers, new expectations of educators, unstable markets in finance, adapting to remote and virtual workstyles, and job loss across all industries can add more stressors and disruptions to workers' lives.

Addiction and Substance Abuse by Industry

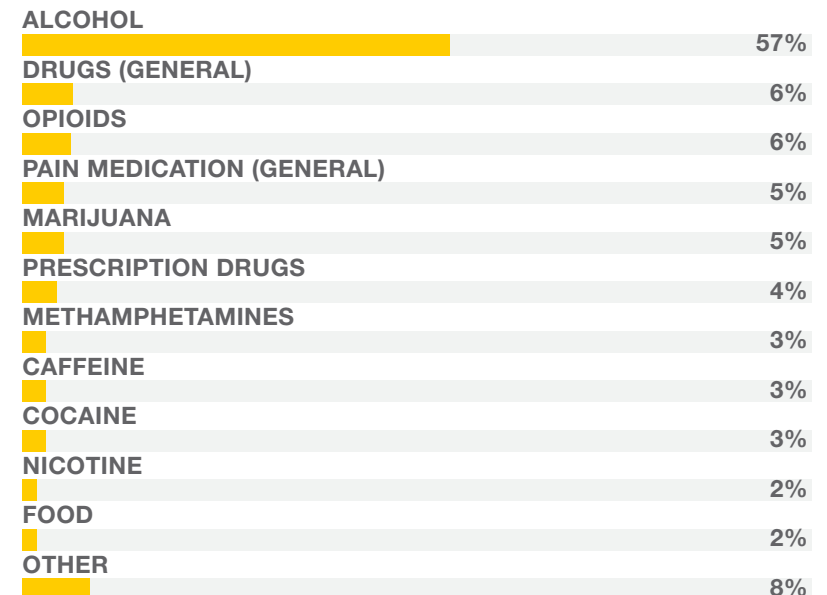
Just as with mental health challenges, addiction and substance abuse issues are seen across all industries, however certain sectors, such as healthcare and manufacturing, see higher numbers.

The majority of issues come from struggles with alcohol, however many workers also struggle with other drugs and substances.

WORKERS FROM EACH INDUSTRY REPORTING HAVING EVER SUFFERED FROM A **SUBSTANCE ADDICTION OR DEPENDENCY** (EXCLUDING TOBACCO)



OF THOSE ISSUES, **WHAT SUBSTANCES ARE THEY REPORTING ISSUES WITH?**



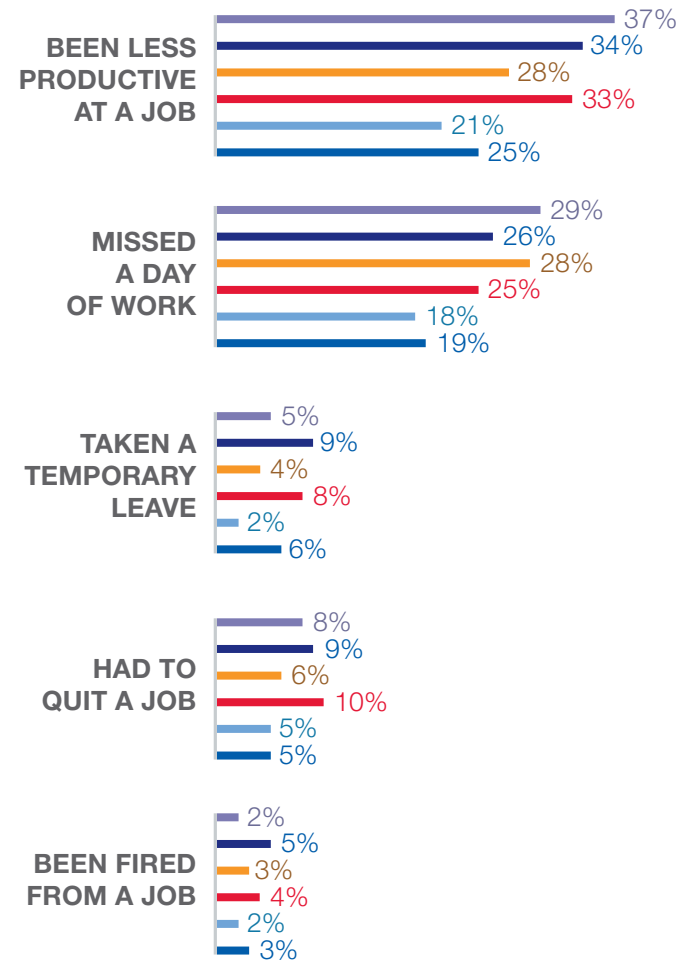
Workplace Impacts

Behavioral Health issues span home and work.

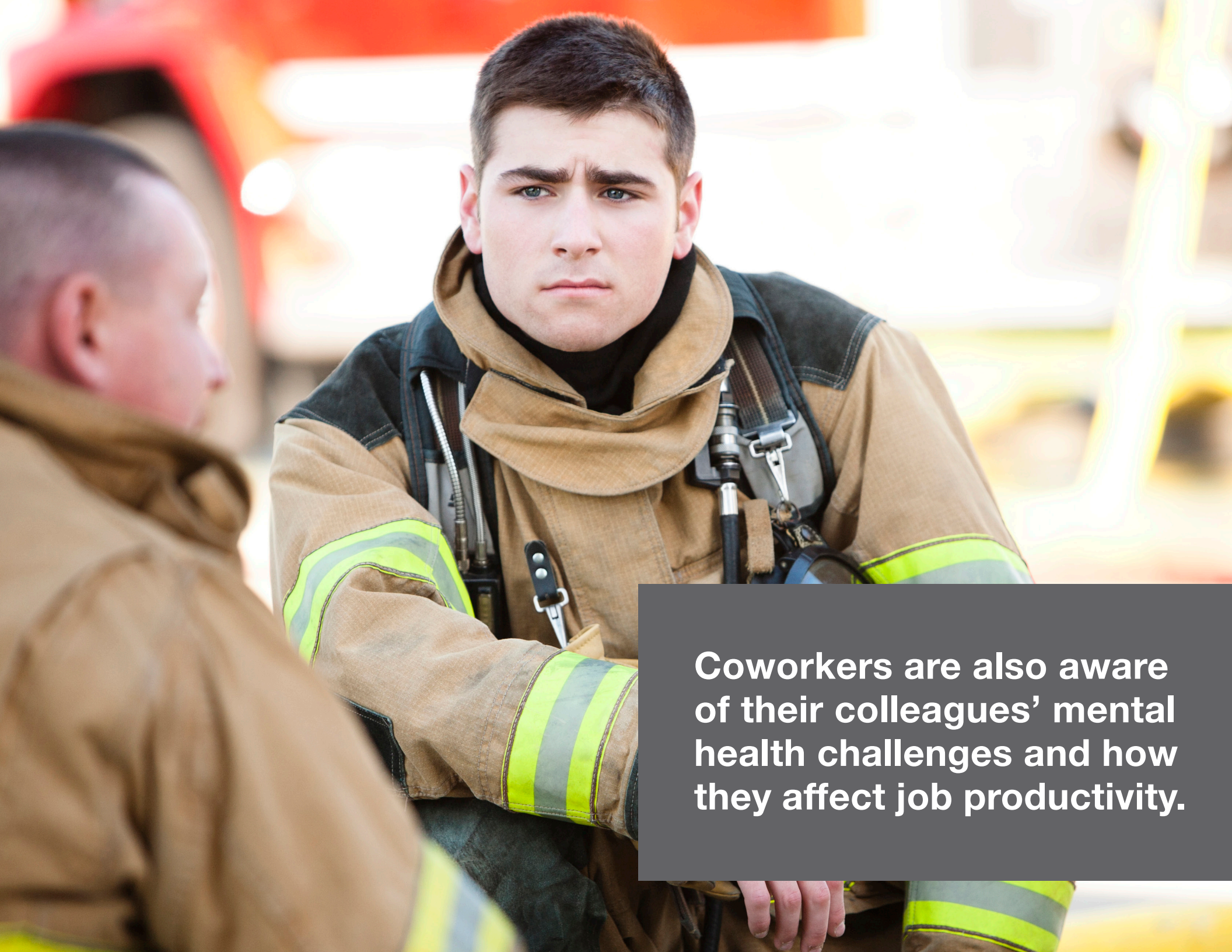
Employees struggling with behavioral health conditions often end up bringing these issues to work with them. Struggling with these issues at work can lead to lowered productivity or missing work, or even employees taking leave, quitting, or being fired from a job.

Nearly a third (30%) report ever being less productive, yet education workers are the most likely to see lowered productivity or miss work due to mental health challenges.

ALL RESPONDENTS REPORTED THE FOLLOWING IMPACTS ON THEIR WORK DUE TO **MENTAL HEALTH ISSUES**



INDUSTRY
 Education ● Finance ● Government ●
 Healthcare ● Manufacturing ● Technology ●



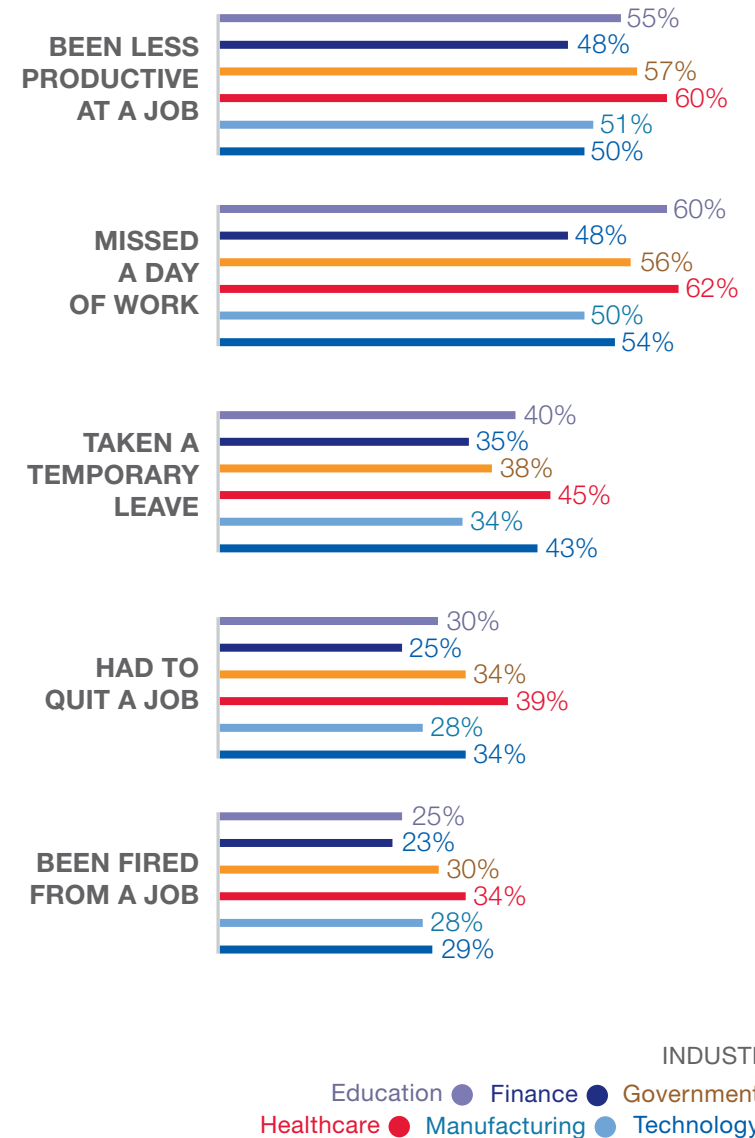
Coworkers are also aware of their colleagues' mental health challenges and how they affect job productivity.

Impact on the Job, continued

More than half have had a coworker who has been less productive due to a mental health issue, and even more have known someone who has missed a day of work due to a mental health issue.

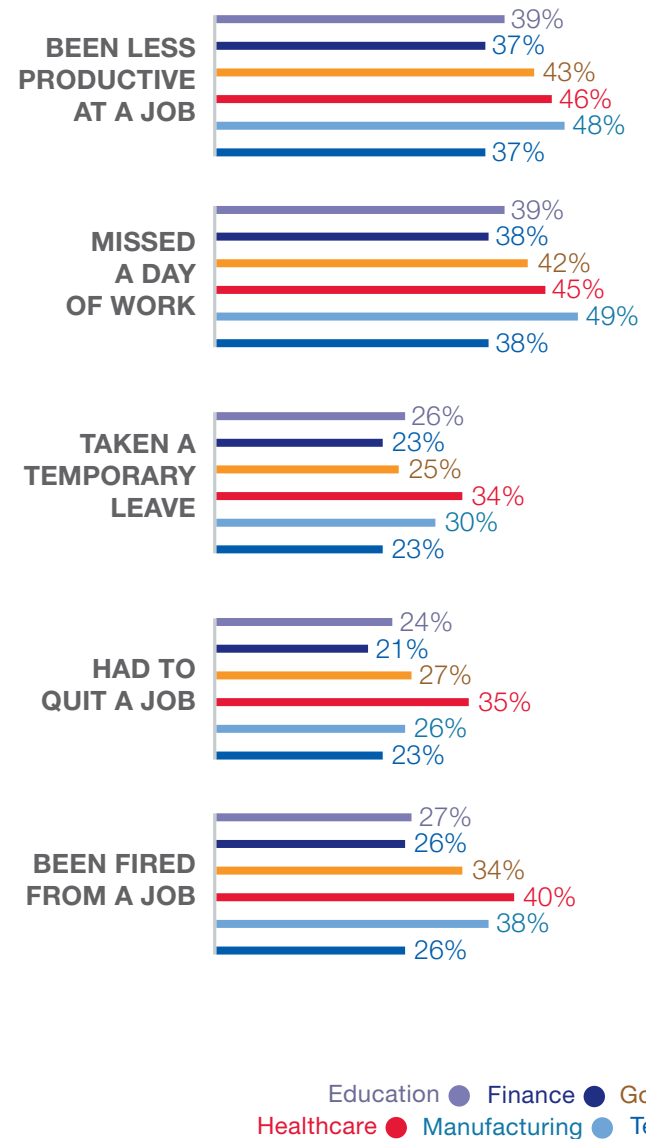
Healthcare workers are the most likely to report higher instances of knowing coworkers whose work has been impacted by mental health issues.

RESPONDENTS WHO HAVE WORKED WITH SOMEONE WHOSE WORK WAS IMPACTED BY THEIR MENTAL HEALTH ISSUE



Nearly as many workers have had coworkers whose work was affected by substance abuse issues, especially in the healthcare and manufacturing sectors, with over half (54%) of manufacturing workers knowing a coworker impacted by substance abuse or addiction.

RESPONDENTS WHO HAVE WORKED WITH SOMEONE WHOSE WORK WAS IMPACTED BY THEIR **SUBSTANCE ABUSE**



Seeking Help for Mental Health Issues

Even when an employee is ready to seek help, knowing who to reach out to or feeling comfortable reaching out can be an obstacle.

Most workers are not comfortable seeking help from their employer, especially in the government and education sectors. However, workers are much more comfortable going to professionals or their benefits provider as a resource for mental health help.

Beyond seeking help, only about half of employees say they are comfortable accepting help from their employer.



38%
are comfortable **seeking help from their employer**



81%
are comfortable **seeking professional help**



69%
are comfortable **seeking help from benefits provider**



66%
would know **what resources are available at work**

Seeking Help for Substance Abuse

There is even more hesitancy when it comes to seeking support or help to address substance abuse and addiction issues, especially in the education field.

But in all industries, the percentage of employees comfortable seeking help for substance abuse are lower than for mental health.

ONLY 23%

of **education workers** would be comfortable seeking help from their employer



32%
are comfortable **seeking help from their employer**



79%
are comfortable **seeking professional help**



53%
are comfortable **seeking help from benefits provider**



54%
would know **what resources are available at work**



Accepting help for substance abuse and addiction

Accepting help from an employer for substance abuse is also a major obstacle, especially in education and finance.

COMFORTABLE ACCEPTING HELP FROM EMPLOYER FOR **SUBSTANCE ABUSE**



32% of
Education workers



44% of
Healthcare workers



38% of
Finance workers



45% of
Manufacturing workers



40% of
Government workers



49% of
Technology workers

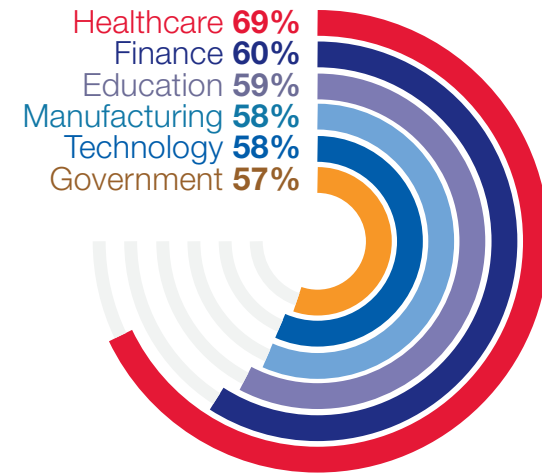
Perceptions of Employers

Part of what factors into whether an employee seeks or accepts help from their employer is their concern about how their employer would react and the consequences to their career.

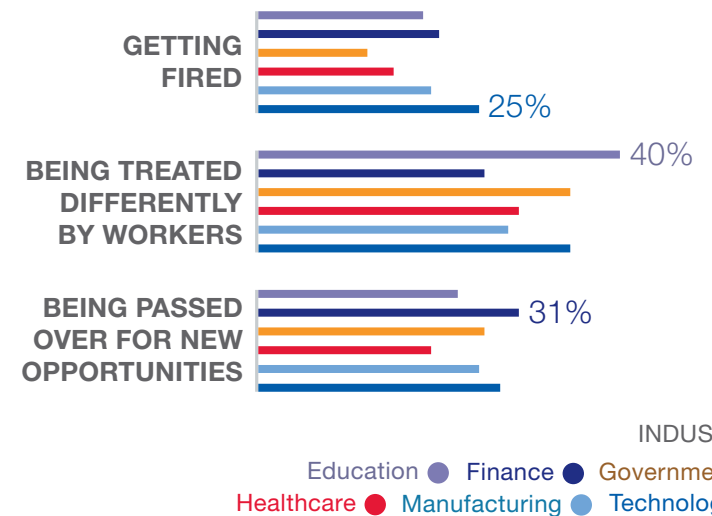
On a positive note, more than half believe their employers would keep them on the job and make accommodations.

However, the fear of being fired, treated differently, or passed over for opportunities is significant across all industries.

PERCENTAGE OF WORKERS WITH **MENTAL HEALTH ISSUES**, WHO BELIEVE THEIR EMPLOYERS **WOULD KEEP THEM AT WORK AND MAKE ACCOMMODATIONS TO HELP**



PERCENTAGE OF WORKERS WHO WOULD WORRY ABOUT:

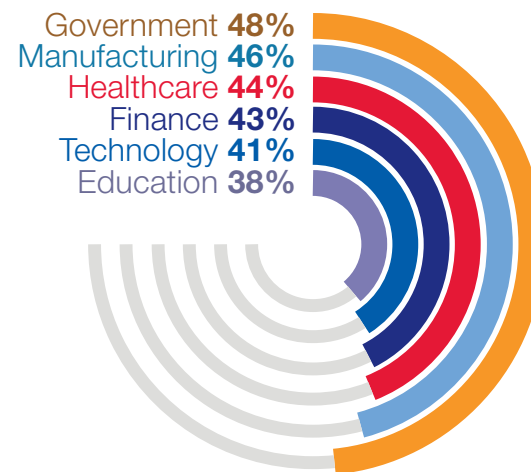


Perceptions of Employers, continued

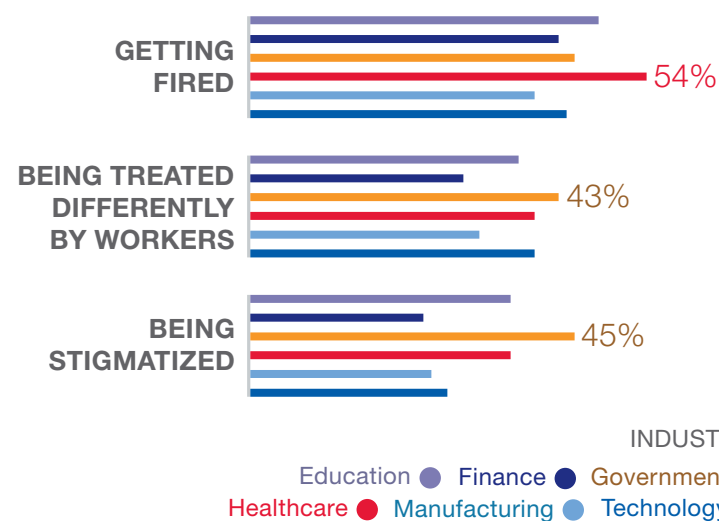
Workers believe there's even less workplace support for addiction and substance abuse issues.

Healthcare and education workers are especially concerned they would be fired, while government workers are most worried about being treated differently at work if their employers found out.

PERCENTAGE OF WORKERS WITH **SUBSTANCE ABUSE ISSUES**, WHO BELIEVE THEIR EMPLOYERS **WOULD KEEP THEM AT WORK AND MAKE ACCOMMODATIONS TO HELP**



PERCENTAGE OF WORKERS WHO WOULD WORRY ABOUT:



A workplace culture that fosters good mental health helps employees in both the short and long term.



Employer Support

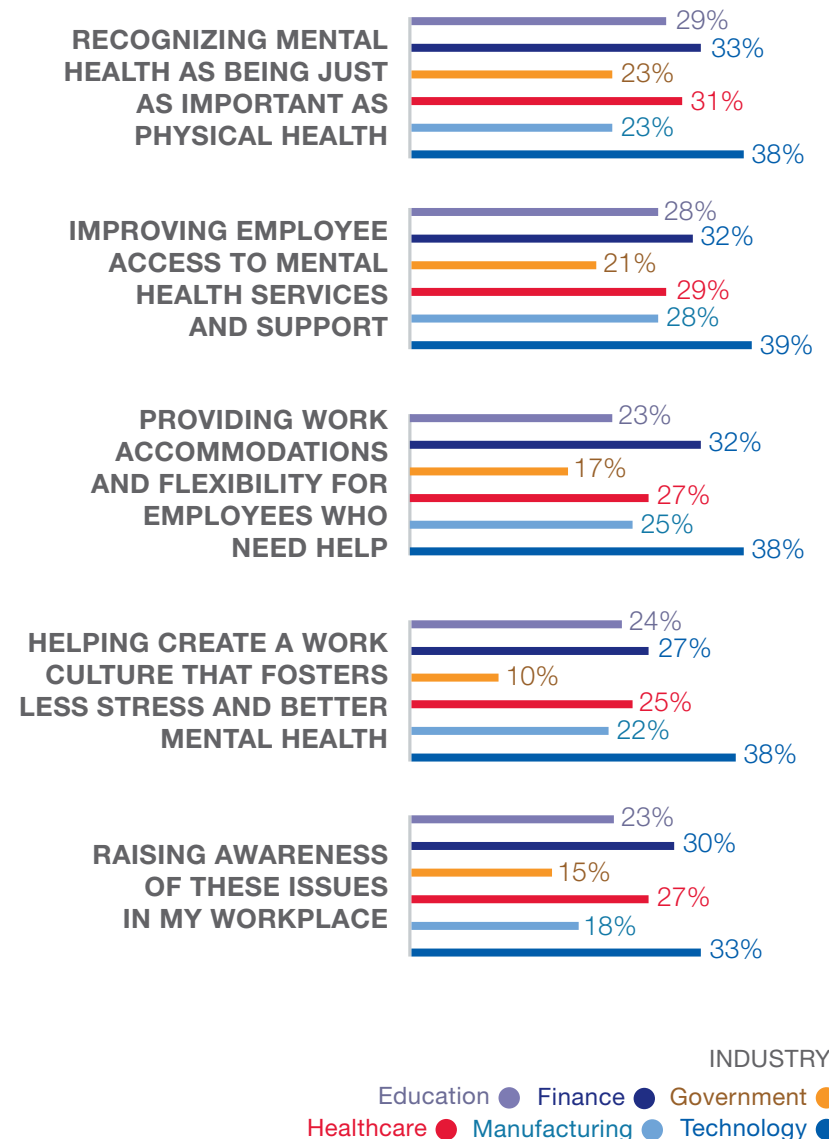
Only a minority of workers give high marks to employers for doing enough to address behavioral health in the workplace. It's clear all employers have work to do. **While tech employees give their employers the highest marks, the majority still feel their employers aren't addressing behavioral health needs at the workplace.**

It's important to remember remote workers also benefit from an organization's culture. Supportive workplaces are becoming increasingly important and typically better positioned to overcome periods of uncertainty or disruption.

“On the surface they say the right things and have some competitive plans in place. . . I will tell you that once you get inside the company, a lot of that falls to the wayside, and is a little bit of smoke and mirrors.”

— Female, age 44, technology industry

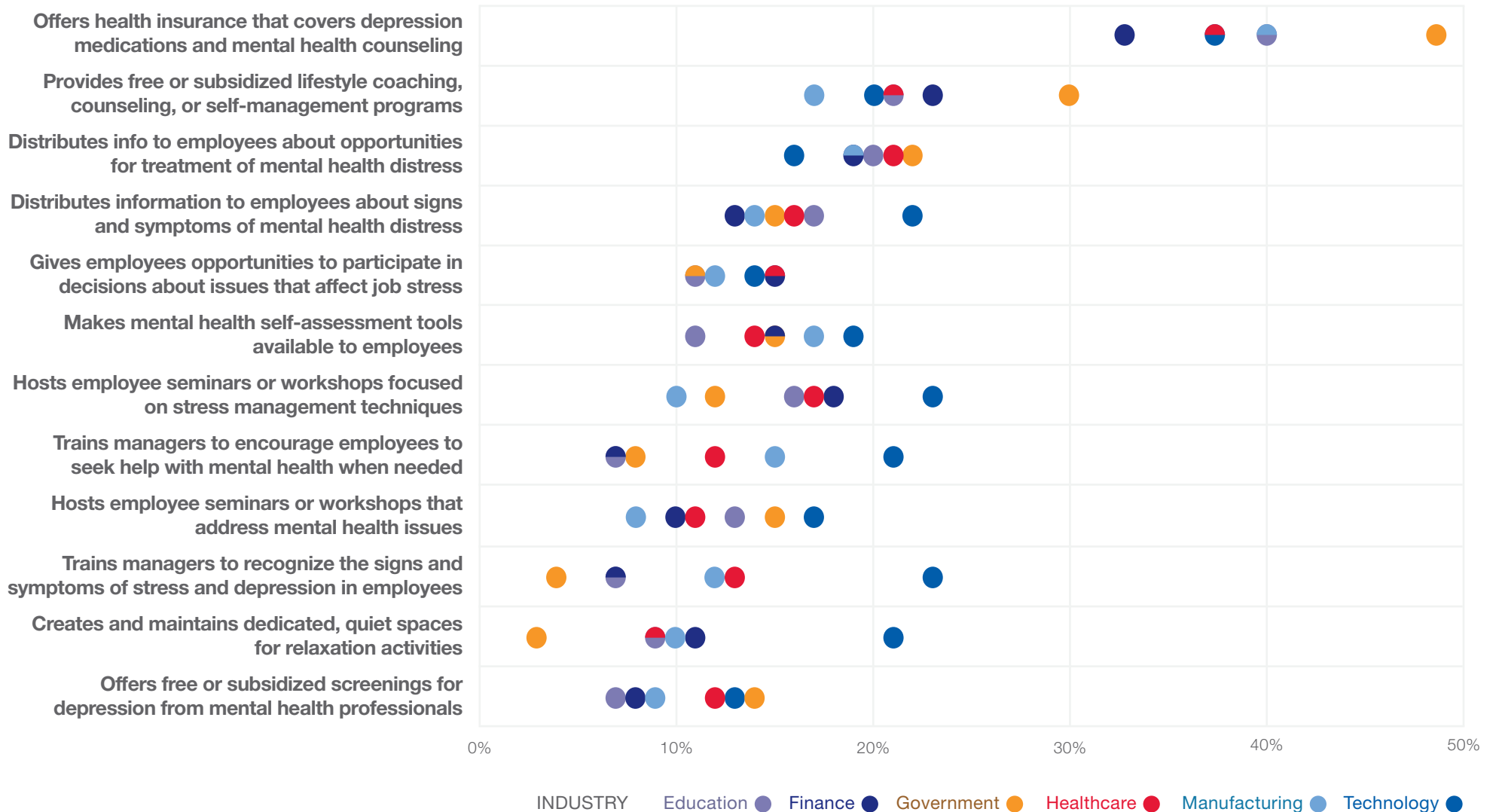
PERCENT OF EMPLOYEES RATING THEIR EMPLOYERS AS “VERY GOOD” OR “EXCELLENT” AT...



Creating a Supportive Workplace

One key element is providing the right benefits to employees so they can get the help they need. Fewer than half offer a full range of specific benefits that could help employees tackle behavioral health concerns. However, providing the right benefits is just the first step to creating a culture that supports behavioral health.

EMPLOYER-OFFERED BENEFITS



Creating a Supportive Workplace, continued

The disruption caused by big events, such as the COVID-19 Pandemic, will likely affect workers in various sectors differently.

- ▶ **Healthcare workers are facing more present pressures and threats to their health**
- ▶ **Education workers have had their teaching practices and school models completely altered**
- ▶ **Government workers are facing a changing landscape, from emergency response to program support**
- ▶ **Manufacturing workers are having their livelihoods challenged as factories close or adjust to a new normal**
- ▶ **Finance, banking, and insurance workers are facing shifting regulations and a volatile economy**
- ▶ **Technology workers are adjusting workstyles, and project focuses are shifting to address current or new needs**

Find additional resources related to behavioral health in the workplace by visiting the behavioral health resource center at [standard.com/behavioralhealth](https://www.standard.com/behavioralhealth). You'll find more reports developed from our Behavioral Health Impact Study and other helpful tools.

WHAT CAN EMPLOYERS DO TO CREATE A WORKPLACE CULTURE THAT IS **SUPPORTIVE OF EMPLOYEES WITH MENTAL HEALTH AND SUBSTANCE ABUSE ISSUES?**

- Include employee health in company mission and values, and ensure that leadership and policies reflect these values**
- Offer comprehensive employee benefit options to treat mental health and substance abuse issues**
- Provide wellness programs and incentives to encourage employee participation**
- Educate employees about where to access benefits information and resources, and who to contact for help**
- Partner with experts, like your disability carrier, who understand effective behavioral health accommodations and solutions**
- With increased telecommuting, ensure remote workers and teams are supported and included in positive work culture programs**
- Offer flexibility to employees during disruptive times, and to those experiencing behavioral health challenges**

Research methodology

The Standard commissioned Versta Research, an independent research firm, to design and execute a survey of 2,004 full-time employees in the U.S. about mental and behavioral health issues in the workplace. All respondents were aware of employer sponsored disability benefits, whether or not their employer offered those benefits and whether or not they participated. All industries and economic sectors except federal government employees were included. The survey was fielded in September and October, 2019.

In addition to the survey, selected respondents were invited to participate in follow-up phone interviews to gain deeper insight related to worker perspectives on how effectively employers are dealing with behavioral health issues, and the critical workplace needs of employees with behavioral health issues. The follow-up interviews were conducted in January and February, 2020.

In the survey, mental health was measured using the Kessler K6 scale with cut off criteria recommended by Judith J. Prochaska, Hai-Yen Sung, Wendy Max, Yanling Shi, and Michael Ong in “Validity Study of the K6 Scale as a Measure of Moderate Mental Distress based on Mental Health Treatment Need and Utilization” published in *The International Journal of Methods in Psychiatric Research*, June 2012, Volume 21(2): 88–97.

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