Mental Health Care EAP for Your Business

Increase Your Staff's Retention & Performance Outcomes by Placing a Focus on Mental Health

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Changing Lives, Shaping Futures

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EAP for Mental Health Care

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- Office work today, post-Covid, is more stressful and demanding than ever.
- Employers can create a culture of understanding and openness around mental health.
- All THS therapy sessions are provided by licensed and qualified professionals.

Mental Health in the Office

Virtually all professions generate stress, but working today in a professional office setting post-Covid has placed new demands and stressors not seen before. Similar to those struggling in the aftermath of 9/11 with office work in a highly visible, metropolitan office tower; just going to the office can generate anxiety, panic, or worse. However, as devastating as that event remains, those fears tended to reside over time as normality took hold and colleagues were a welcome sight. Today, those same colleagues can generate rational fears that they may pass Covid on to you and your loved ones. Add in a reduced workforce, financial concerns, and greater productivity demands; there is even more pressure for employers to address the unique challenges of managing and safeguarding their employees well-being.

The consulting giant McKinsey noted that as many as 25% of workers post-Covid will change careers. The impact to a business, potentially losing 1 in 4 employees, cannot be overstated. "Brain-drain" is a real concern where a firm not only loses institutional knowledge, but must also staff-up and train new personnel. This is challenging, but the remaining employees must pick up the slack. This impacts their emotional well-being and exacerbates residual issues that may be dormant or under control. Today many are managing depression, anxiety, undiagnosed mental illness, and enhanced stressors in managing their positions. Professionals across industries and sectors report new "pain-points" at work compared to pre-pandemic times.

Mental health conditions, and awareness of how they affect working lives has become increasingly widespread across society in recent years. Colleagues talk about burn out and yet, what is done to help.

Office work, client meetings, and in-person presentations are all back, sometime all at once, and employees had little time to prepare and adjust. This old, yet new layer of complexity must be taken into consideration when reviewing and discussing mental health.

Late nights, abnormal hours, and tight deadlines all lead to high stress. Taking on additional work responsibilities, training new colleagues, all while trying to manage a life outside the office and staying healthy – it is no wonder that the U.S Bureau of Labor Statistics noted in a workplace conditions study that overall employee morale is at its lowest in decades.

Among the more discouraging and well recognized facts to surface on mental health in the age of Covid, is that severe depression and suicide are all on the rise. Findings also indicate that only a small percentage of employees feel comfortable discussing a mental health disorder with a direct supervisor for fear of negative impact.

Though businesses are getting more and more supportive when it comes to mental health care issues, reality tells a different story. Although many businesses and industry sectors are preparing to implement some type of mental health care support program, most come up well short according to OSHA. They also found that businesses considering enhanced support for their staff often took extended time to implement positive change and senior leadership was slow to adapt to a culture where emotional support is a priority.

Your mental healthcare solution is THS. We provide you with a turnkey solution for all of your employees' needs. We have availability during office hours, after hours or any time that is most needed. We can custom-build a mental healthcare solution for your company based on your individual needs. No number of employees would be too small or too large to accommodate. These services will not create pre-existing conditions via billing of health insurance.

Our proprietary telehealth platform will help us deliver the highest quality of mental healthcare in the market- place and will be seamless for your employees to navigate. All of our services are completely discreet, confidential, and HIPPA compliant. We appreciate this opportunity and your trust in THS as your mental health care provider of choice.

Sweeping mental health under the corporate rug is not a sound strategy for success. As the landscape continues to be fraught with new challenges and crippling complexity, now is the time to do more to encourage an open discussion about mental health. **The company that thrives will be the company that creates a culture of caring.**

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Employee Assistance Program (EAP) for Mental Health Care Wellness:

a- EAP *Inclusive* Membership for all employees: one (1) session per month, twelve (12) sessions per year @ $150.00 per month. Additional sessions at $125.00 each (60 mins).

b- EAP *per Session* Membership for employees as-needed,

pre-purchased at the following schedule:
♦ 25 sessions @ $190.00 each
♦ 50 sessions @ $175.00 each
♦ 100 sessions @ $150.00 each
♦ 500 sessions @ $130.00 each
♦ 500 + sessions @ custom rate

For additional information, please contact Adam Hertzman at 954-885-9500 or adam@ths.health

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EAP for Tech Professions

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Mental Health & the Technology Industry

The technology industry is fast paced with a rigorous work culture that demands high levels of productivity, even without a pandemic! Add in a pandemic that cast corporations into a global scramble to figure out how to keep employees safe and working remotely and it created more pressure to address the unique challenges of managing a level of IT complexity never seen before.

According to a report from AppDynamics, eight in 10 technologists stated their job became more complex during 2020. The report included interviews with more than 1,000 global IT professionals. The increase in complexity took a toll on IT pros; 89 percent of technologists reported that they feel immense pressure at work. While upholding IT through a pandemic, 84 percent of technologists found difficulty switching off from work.

"Mental health has been one of the least discussed subjects in the corporate world," says Naveen Bhateja, Chief People Officer of Medidata Solutions. "The tech industry adds another layer of complexity when taking into consideration the mental health discussion. The tech industry fosters a 'crunch' culture where demanding work must be completed in a short amount of time. The industry is known for high stress: late nights, abnormal hours, and tight deadlines, all while being constantly available at any time of day. The incredible feats that were accomplished from an IT standpoint during the pandemic speaks to that!"

According to OSMI data, 51% of tech professionals have been diagnosed with a mental health condition. By comparison, 19.1% of U.S. adults experience mental illness, according to the National Alliance on Mental Illness.

Companies are relatively supportive when it comes to mental health issues, the researchers noted, with three-quarters (77%) having at least some kind of support in place. But the survey also found that companies that are "unsupportive" have almost three times as many workers concerned about their mental health right now compared with "very supportive" employers.

EAP for the Finance Profession

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Mental Health & the Finance Services Industry

The financial services industry is fast paced with a rigorous work culture that demands unreasonably high levels of productivity, even without a pandemic! Add in a pandemic that cast corporations into a global scramble to figure out how to keep employees safe and working remotely and it created even more pressure to address the unique challenges of managing and safeguarding client funds and the firm's fiduciary responsibilities to them.

According to a global study from The Institute of Management Accountants (IMA), over 7 in 10 finance professionals highlighted enhanced stressors and challenges in managing their positions as the pandemic progressed. The report included interviews with more than 1,480 global professionals. The increase in complexity took a toll on them; 90 plus percent of these professionals reported that they feel immense pressure at work compared to pre-pandemic times.

While conducting their responsibilities through the pandemic, 74 percent found difficulty switching off from work. Mental health conditions, and awareness of how they affect working lives, has become increasingly widespread across the financial sector in recent years. Mental health issues are expected to rise as the residual effects of the pandemic continue. The finance industry adds another layer of complexity when taking into consideration the mental health discussion. The finance industry fosters a culture where demanding, critical work must be completed in a short period of time, often under duress.

Among the more discouraging stats to surface on mental health in the finance sector are the findings that less than a quarter of employees would feel comfortable discussing a mental health disorder with a direct supervisor.

Sweeping mental health under the corporate rug is not a sound strategy for success. As the landscape continues to be fraught with new challenges and crippling complexity, now is the time to do more to encourage an open discussion about mental health.

EAP for the Legal Profession

Changing Lives, Shaping Futures

Mental Health & the Legal Industry

The legal profession is a stressful industry with a rigorous work culture that demands unreasonably high levels of productivity - even without a pandemic! Add in a global crisis that resulted in a mad scramble to figure out how to keep employees safe and working remotely - it created even more pressure to address the unique challenges of managing and safeguarding client needs and the firm's fiduciary responsibilities to them.

According to a 2021 study on Mental Health and Substance Abuse from The American Lawyer, the data showed increases across the board for attorneys experiencing depression, anxiety, undiagnosed mental illness and enhanced stressors in managing their positions as the pandemic progressed. The study included interviews with more than 3,200 attorneys with a staggering 71% noting increased anxiety. The increase in complexity took a toll on them; over 70% of these professionals reported new "pain-points" at work compared to pre-pandemic times. While conducting their responsibilities through the pandemic, 51% noted isolation as the single greatest negative influence on their mental health and well-being.

In 2021, the U.S Bureau of Labor Statistics noted in a workplace conditions study that it is common for lawyers at large firms and in corporate law to work 80 hours / week, with a 50 hour work week typical for even seasoned lawyers. Among the more discouraging and well recognized facts to surface on mental health in the legal sector is that attorneys consistently rank in the top-ten of professions that experience suicide. Findings also indicate that only a small percentage of attorneys would feel comfortable discussing a mental health disorder with a direct supervisor for fear of negative impact.
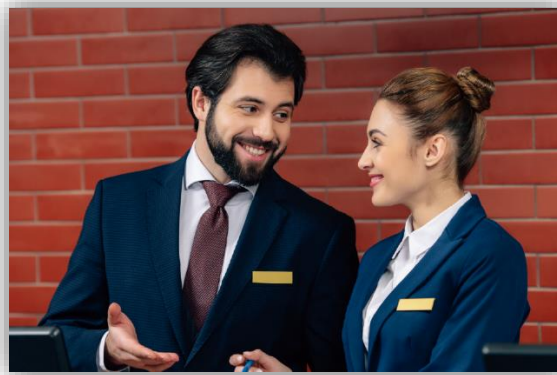
Sweeping mental health under the corporate rug is not a sound strategy for success. As the landscape continues to be fraught with new challenges and crippling complexity, now is the time to do more to encourage an open discussion about mental health.

EAP for the Hospitality Industry

Mental Health & the Hospitality Industry

The hospitality industry took a colossal hit in 2020. Now, the industry is back stronger than ever, and trying to play catch-up. The relentless nature of the industry has undoubtedly taken a toll on employees across the globe. From front desk workers to management—no one was unaffected by the unprecedented pandemic that halted the hospitality industry.

Due to the nature of work, hospitality workers are prone to sleep problems, stress over income and future planning, exhaustion from working long hours, and depression. Hospitality workers, in general, are more likely to develop a mental illness as a result of work conditions, and the risks are higher among tipped workers, according to a study by Mental Health America.

The industry is known for being a fast-paced grind. With moving so quickly and often pulled in many directions, things can get overwhelming quite quickly. With this being the case sweeping mental health under the corporate carpet is not a sound strategy for success, especially in the hospitality sector.

Companies are relatively supportive when it comes to mental health issues, the researchers noted, with three-quarters (77%) having at least some kind of support in place.

EAP for the Airline Industry

Changing Lives, Shaping Futures

Mental Health & the Airline Industry

Amongst many others, the airline industry took a nose dive over the past couple of years. Now, with staff shortages, demand outweighing supply, times can be rough for airline industry workers. Pilots and flight attendants are in the air more than ever, and ground crews and air traffic controllers are working double and sometimes triple shifts due to the staff shortages and outrageous demand for air travel over Summer 2022.

"Nobody could have anticipated that the U.S. airline industry would see passenger volumes skyrocket from 1950s levels to close to 2019 levels in a matter of months." says Nicholas Calio of Fortune.com. "This recovery has been much faster than economists, analysts, and industry observers had predicted." This resurgence has undoubtedly come with challenges that are not going away any time soon. Workers mental health are at stake with the unforeseen stress levels caused by the resurgent chaos.

Hiring managers are being put on the front lines with trying to rapidly fill the void of necessary staff, procedures and policies in order to get back to normal. This brings a plethora of stress to hiring managers which, in turn, can easily trickle down to each new hire put in an overly demanding situation.

When life gets challenging... mental health EAP can help.

Call today for access to EAP mental health services at no additional cost.

Most general health insurance plans only cover a maximum of 6 sessions per year and create pre-existing conditions on your permanent medical record. Insurance companies may also read your personal mental health clinical notes at any time. This is not sufficient in today's work environment. Receive additional weekly sessions at zero cost to you with this standalone EAP.

Your Employee Assistance Program (EAP) provides support and resources to help you and your family with a range of issues, including:

- **Managing stress, anxiety and depression**
- **Improving relationships at home or work**
- **Coping with occupational stress and burnout**
- **Addressing substance use issues**

This service is confidential and provided to you at no additional cost. It will not be added to your permanent medical record through your insurance.

Call EAP 24/7 at 954-885-9500

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Get Started. Call EAP 24/7 at 954-885-9500

Are you feeling stressed? Anxious? Virtual therapy makes getting help as easy as ever!

Reaching out may not be easy—especially if you might not want anyone to know you're hurting. From the privacy of your own home and the convenience of your mobile device or computer, you can receive caring support from a mental health therapist.

Virtual therapy offers confidential therapy and includes:

Private video sessions
Get 1-on-1 support-in your home and at a time that's convenient for you.

Help with coping—for staff and families, including children, teens and adults
Your mental health therapist may provide a diagnosis, treatment plans and the availability to be there to help you.

Same standard of care as in-person visits
You can see the same therapist with each appointment and establish an ongoing relationship.

Virtual therapy is designed to help treat conditions like:

- ADD/ADHD
- Addiction
- Anxiety
- Depression
- All mental health disorders

We also offer in-office appointments for those interested at the following locations: 1848 SE 1st Ave, Fort Lauderdale, FL 33136 · 7901 4TH St N, Suite 327, St Petersburg FL 33702 · 160 Treemonte Drive, Orange City, FL 32763 · 4243 Sunbeam Rd. Ste 8, Jacksonville, FL 32257 · 1201 Shadowlawn Drive #119 St. Mary's, GA 31558 · 110 Trader's Cross #123 Okatie, SC 29909

Call EAP 24/7 at 954-885-9500

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Work, life, and family e-seminars

Upcoming Seminar #1:

Managing Change

Seminar goals:
- Understand the process of change
- Recognize common reactions to change
- Learn strategies for managing a transition
- Develop a personal plan for managing and moving through change
- Know the benefits of your Employee Assistance Program (EAP)

Upcoming Seminar #2:

Bridging Divides: Beyond Agree to Disagree

Seminar goals:
- Understanding the value and challenge of diverse interactions
- Recognize the influence of brain wiring and bias
- Discover what happens when we reach across divides
- Practice connecting in authentic ways
- Review the benefits of your Employee Assistance Program

Call EAP at 954-885-9500 for more information on the upcoming seminars.

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Monthly Engagement & Content with Mental Health Tips

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MENTAL HEALTH CHECK-IN

If health is wealth, then just how rich are you?

Transformative Healthcare Solutions understands that your job has its difficulties and challenges. Job stress can lead to poor health and even injury. We want to make sure that all working professionals are rich in their mental health by offering emotional support when you need it most.

WHY SHOULD YOU CONSIDER THERAPY?

You should consider seeking therapy when something causes distress and interferes with some part of life. If you are experiencing issues that have caused your quality of life to decrease, cause embarrassment making you want to avoid others, or even if coping with the issue takes up at least an hour a day, then you should think about talking to a therapist.

TELEHEALTH OPTIONS AVAILABLE

WE ARE HERE TO HELP.

www.mhcflorida.com | 954-885-9500

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SELF-CARE TIP FOR MENTAL HEALTH

Mental Health Matters.
Stress and its management is an important part of living well and serves an important purpose. Stress enables us to respond quickly to threats and avoid danger.

KNOW YOUR STRESS TRIGGERS

Discerning your own stress cues and being aware of the signs of stress within yourself can help you avoid having a trigger. Remember to stay calm so you can think with a clear head.

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OPPORTUNITY INVENTORY

Taking ownership of change is pivotal to working through it. There will always be aspects of change that we cannot control. Managing these factors that you do control is key, such as your actions, emotions and mindset.

What's going on?

1. List a pivotal change you are currently experiencing or may experience in the near future.

2. Why is this change happening? Do you need to get more information? Can you think of someone who may be a resource?

How do I feel about this change?

3. List your feelings or emotions regarding this change.

4. List a few thoughts regarding your current mindset about the change.

5. What examples listed could be a factor in your response to the change? Are there any personal factors you think may play a role?

How can I navigate through this change?

6. List at least three positive aspects of your life that have remained unchanged. Describe your thoughts of these aspects.

7. List one change that you've successfully navigated in the past. What helped you get through this change?

8. List at least one aspect of this change that might prove to have value.

**What is the best way to prepare for a fresh start?**

9. What outcomes from this change could possibly represent an opportunity?

10. What can you do to start moving forward with those opportunities? List three actions to take.

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CONFRONTING THE IMPACT

IMPACT OF CHANGE	TYPICAL BEHAVIORS	HELPFUL ACTIONS
Identity & belonging: "Where do I stand now?"	› Resist new changes › Dwelling on the past › Sadness, worry, concerns about failing › Vulnerability	**Reconstruct your foundation.** Take note of personal and professional strengths. Determine what strengths are useful and how to apply them to your experience and skills. Connect with others. Let go of the past.
Sense of control: "So, what's the point?"	› Approach work with indifference to regain control › Emotional absence › Continuous stress and exhaustion › Sense of being powerless	**Build a new perspective.** Let go of worst case scenarios. Accept that some things will be outside your control. Build structure in your life. Take note of what is still within your control. Look to regain control by discussing skills and processes with your manager.
Meaning: "What do I do now?"	› Feel disoriented › Ask relevant questions to decide what to do instead of. doing it › Getting distracted by little details › Get caught up in busywork › Uncertainty of priorities	**Rediscover your place on the path.** Find where you fit and remained focused there. Take concerns to manager for clarity. Determine and stay focused on priorities. Let go of needing the big picture. Use systems to keep organized.
The future: "Life isn't always fair!"	› Feel angry towards others › Stuck in negativity: "This will never work." › Attempt to get others to feel the same way as you › Use of passive-aggressive actions, (i.e. sabotage, bad-mouthing, etc.)	**Keep emotions at bay in order to move forward.** Feelings are expressed in an appropriate way at an appropriate time. Let go of blame and resentment. Rely on your support network to help work through anger/fear. Talk with your manager about next steps needed to get back on track.
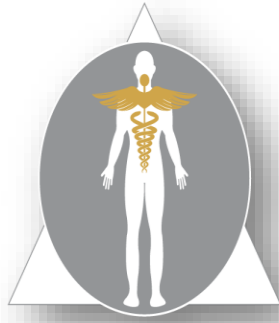
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Call today to inquire on how mental health EAP can help you and your staff!

954-885-9500