



INTEGRATED
BENEFITS
INSTITUTE

Best Practices for Supporting the Emotional Health and Well-Being of Your Employees

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About IBI

National, not-for-profit organization focused on the business value of workforce health

1100 corporate sponsors; 90% employers

Free Employer membership

Areas of work

- **Research**
- **Benchmarking lost-time programs**
- **Measurement/modeling tools**
- **Employer case studies**
- **Educational programs *including National Forum in San Francisco, February 15-17, 2016***

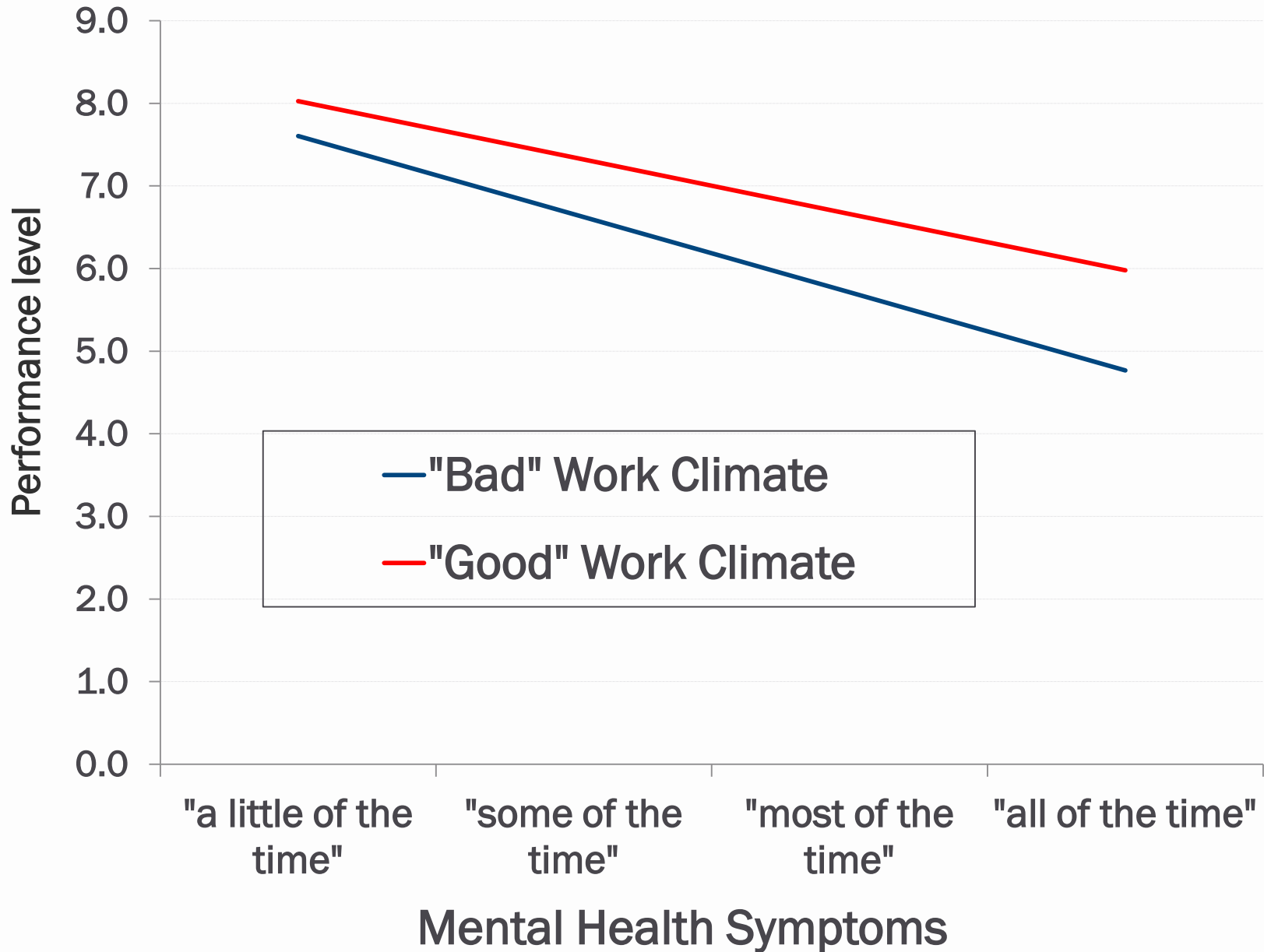


Today: Emotional Health at Work

Our research has shown a strong relationship between workplace climate/culture, employee health and work-related outcomes such as absence and job performance

- **Mental Health Symptoms: Standard PHQ series**
- **Job Performance: Health and work performance questionnaire, also measures absence (HPQ-Select)**
- **Work Climate: safe environment, respect and trust among co-workers and management, variety and learning, workload**

Performance and Mental Health Symptoms



Summary of Findings

- “Bad” work climates are associated lower job performance (and higher absence)
- Mental health symptoms primarily affect performance
- Physical symptoms primarily affect absence
- However, “bad” work climates exacerbate the effects of physical and mental health symptoms on both absence and performance

Employer Implications

- **Employers have some control over factors affecting these relationships including management-related stressors, benefit plan design, and EAP and wellness programs**
- **Broader measurement will help connect health investments to business-relevant outcomes**
- **Employer example – Sandia National Laboratories – will present their approach to measuring broader outcomes, making the case internally and implementing an initiative targeted at depression**