



JOHNS HOPKINS
MEDICINE



balance
YOUR PATH TO EMOTIONAL HEALTH



SUPPORT YOUR EMPLOYEES' EMOTIONAL HEALTH

A manager's guide

Emotional health issues are pretty common in the workplace. Did you know that 42% of employees struggle at one time or another with some level of stress or anxiety, depression, substance abuse or some other emotional health issue caused by:

- Pressures at work
- Relationship problems
- Poor physical health
- Financial worries

The following information can help you help your employees get on the path to emotional health.

ELIMINATING THE STIGMA AROUND EMOTIONAL HEALTH

In the workplace, stigma—when a person is viewed in a negative way because they are struggling with their emotional health—can contribute to isolation and prevent an employee from seeking needed support. This can negatively impact work performance, working relationships and overall well-being.

More days of absenteeism and lost productivity are caused by emotional health conditions than by other chronic health conditions, including arthritis, asthma, back pain, diabetes, hypertension and heart disease.

More and more, employees expect their employers to support emotional health as strongly as physical health and offer policies, programs and an environment that is psychologically healthy and safe.

According to a recent report* employers and managers have a unique opportunity to improve the mental health of the 157 million working U.S. adults who spend more time working than any other activity apart from sleeping.

By offering the Johns Hopkins Balance program—at no cost—your company is committed to eliminating the stigma around emotional health and providing a resource from one of the nation's leading health care providers.

*Mental Health: A Workforce Crisis, American Heart Association Roundtable Report, 2018



WHAT YOU SHOULD KNOW

- 30% to 40% of the U.S. population experiences emotional health and substance misuse disorders at some point
- 1 out of every 2 of these individuals require professional care
- 2 out of 3 people struggling with an emotional health condition do not receive adequate treatment
- **Treatment Works:** 65% to 80% of people with an emotional health condition improve if properly diagnosed and treated



WHAT IS BALANCE

Balance is a program designed by Johns Hopkins Medicine to support employees struggling with their emotional health through early identification and comprehensive care coordination.



HOW IT WORKS

- Your employee takes an online questionnaire, called emVitals, that asks them about their stress, emotional health, life experiences, social well-being, financial well-being, substance use and physical health. **It takes about 5 to 7 minutes to complete and it's confidential.**
- They immediately receive the results by email, and they may be eligible for a **confidential consultation with a Balance Care Concierge**, a specially trained, licensed practitioner who will talk to them about their results and what professional support they may need and want.
- Unless their results indicate they are in crisis, they'll be able to work with their Care Concierge to create an action plan, and connect them to company and community resources that will help them get in good emotional shape.



WHAT YOU CAN DO

- Encourage dialogue with and among your employees about emotional health.
- Encourage your employees to take the emVitals questionnaire. It's free. It's confidential. And it will help them get on the path to emotional health.
- Take the emVitals questionnaire yourself. See how it works and you'll be able to answer any questions your employees may have.

Visit [Healthy.Works](https://www.healthyworks.org) to learn more