Before We Get Started
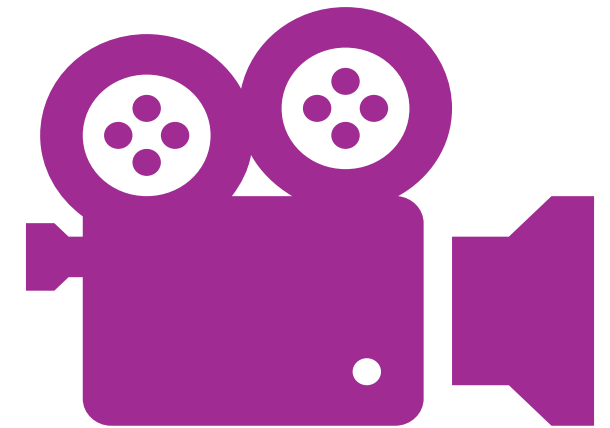
Introduce yourself in the chat box – tell us what organization you're with

Technical issues?
Message Lisa Silverman or Nick Davis
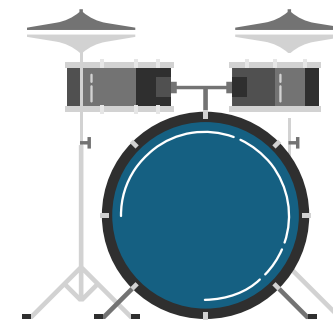
We're recording – you'll get the link later this week.

What Brings Us Together Today

Who Is Here Today?
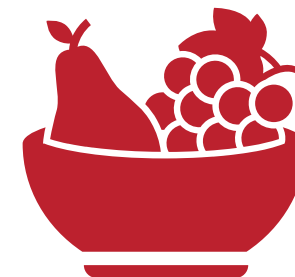
About URAC

We have *more than 30 years of experience* as an accreditor

We believe in growth through *education and quality improvement*

We understand that *excellence looks different* in every organization

We know *partnerships are the key* to our work

Our Partners

What Is Accreditation?

Independent Review

Quality Assurance

Inspection

Audit

Verification of Quality

One Mind at Work is a non-profit organization leading a global movement to improve workplace mental health.

We drive **measurable impact on workforce mental health**, leading to better outcomes for individuals and organizations, **by translating science into workplace best practices**.

ONE MIND™
At Work

With science and data as our cornerstone, we empower organizational leaders to improve their mental health and well-being programs, policies, and practices that so people and organizations can flourish.

EXPERTISE
Access to our science and content experts.

Consultation and review in building effective strategies and plans for rapid improvement.

EDUCATION
Science-based, practical workshops and webinars that will have real impact on your work.

Annual convening that brings new science, networking opportunities and sharing of best practices.

MEASUREMENT
Capacity to measure what you are doing, benchmark, and determine whether programs are having impact over time.

Priority setting for how you can improve the work you are doing.

COMMUNITY
A community of organizational leaders committed to creating thriving, high-performing, and healthier workplaces.

Networks getting things done.

ONE MIND™
At Work

The Global Workforce is Struggling

Mental health trends are heading in the wrong direction.

15%

working-age adults have a mental health condition[1]

59%

workers report experiencing negative mental health impacts[2]

87%

of employees believe employer actions would help their mental health[3]

US$1 trillion

annual cost to the global economy to untreated mental health conditions[2]

1. WHO, 2021. Mental Health Atlas 2020. Geneva: World Health Organization.
2. APA, 2021. APA's 2021 Work and Well-being Survey.
3. Chisholm, D., Sweeny, K., Sheehan, P., Rasmussen, B., Smit, F., Cuijpers, P. & Saxena, S. 2016. Scaling-up treatment of depression and anxiety: a global return on investment analysis. Lancet Psychiatry, 3, 415-24.

The Current Environment:

- Increased Focus on Worker Mental Health

- Proliferation of Ad Hoc Point Solutions

- Absence of Guidance for Business Leaders on what Works

We need a **systems approach** within the workplace to have real impact on mental health.

What Exactly Is the Index?

It is a pioneering comprehensive maturity assessment to measure and improve workplace mental health strategies and compare results against other employers.

Self-Assessment	Benchmark & Target Scores	Advice Library	Customized Report & Expert Review
Evidence-based, data-driven approach to measuring an organization's mental health programs	Immediately usable data, including the organization's maturity score, a target score, a benchmark score, and a red flag score	Algorithm-driven to provide recommendations and resources – and prioritizes where to start	Guidance for strategic organizational improvement

ONE MIND
At Work

Mental Health at Work index™

The Index Conceptual Framework
The 3 Ps

PROTECT mental health by eliminating psychosocial hazards and minimizing risks that can negatively affect workers' mental health and psychological well-being

PROMOTE mental health by developing the positive aspects of work as well as worker strengths and positive capabilities

PROVIDE access to information, resources, and services; take corrective organizational action to address workplace mental health needs regardless of cause

ONE MIND At Work

Mental Health at Work **index**™

The Index Applies the 3 Ps in Practice

The Mental Health at Work Index assesses practices across the continuum of the 3 Ps framework for each of the ten (10) categories below.

Mental Health Strategy	Training Specific to Mental Health
Leadership	Work Design & Environment
Workforce Involvement & Engagement	Mental Health Resources & Benefits
Communication	Related Employment Practices
Organizational Culture and Impact	Measuring, Monitoring, & Reporting

ONE MIND At Work

Mental Health at Work **index**

The Index Generates Quantifiable Insights

1. Initial stage; little or nothing in place

2. Early stage of organizational efforts; ad hoc, reactive, tactical, or limited actions

3. Programmatic, concrete, intentional actions that are still missing some critical elements

4. Consistent efforts and comprehensive programming; well-aligned strategic actions

5. Optimized; exemplary actions that are continually improved and integrated into the organization's broader efforts

3.5

Maturity Score

Company respondent answers multiple-choice questions to generate maturity score by question, category and overall.

4.0

Target Score

Desired maturity targets for each aspect of the mental health program.

Communicates expectations to the company and defines improvement targets.

3.2

Benchmark Score

Company automatically sees how their score compares to aggregated average maturity.

Ability to filter benchmark data set by industry, company size, country, etc.

2.0

Red Flag Score

Red flag score to identify areas requiring immediate action to reduce risk.

How is the Mental Health at Work Index Different?

The Index addresses a critical gap in an increasingly noisy space by focusing on the practices and policies within an organization that leaders can directly control.

1 The Index is a self-assessment is **completed by leadership** (not employees).

2 The home of the Index, One Mind at Work, is a **nonprofit whose mission is to create sustainable, measurable impact**.

3 Participants are granted **access to our advice library**, containing over 100 resources.

4 The value of participation extends beyond the assessment. Respondents are invited to **join our growing community**.

ONE MIND
At Work

Mental
Health
at Work **index**

What We Are Learning

Companies are expending significant sums to provide mental health care, but most do not have a **comprehensive mental health strategy**. Employers need to **focus on system solutions** that support workers across the continuum of mental health needs.
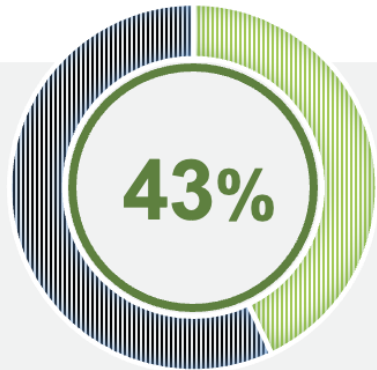
43% Less than half (43%) say protection of worker mental health is part of their strategy.

40% Just 4 in 10 (40%) measure and monitor their efforts designed to promote mental health at work and workers' mental health skills and capabilities.

25% Only 1 in 4 organizations (25%) reports having a formal strategy for workforce mental health.

URAC's Mental Health at Work Accreditation
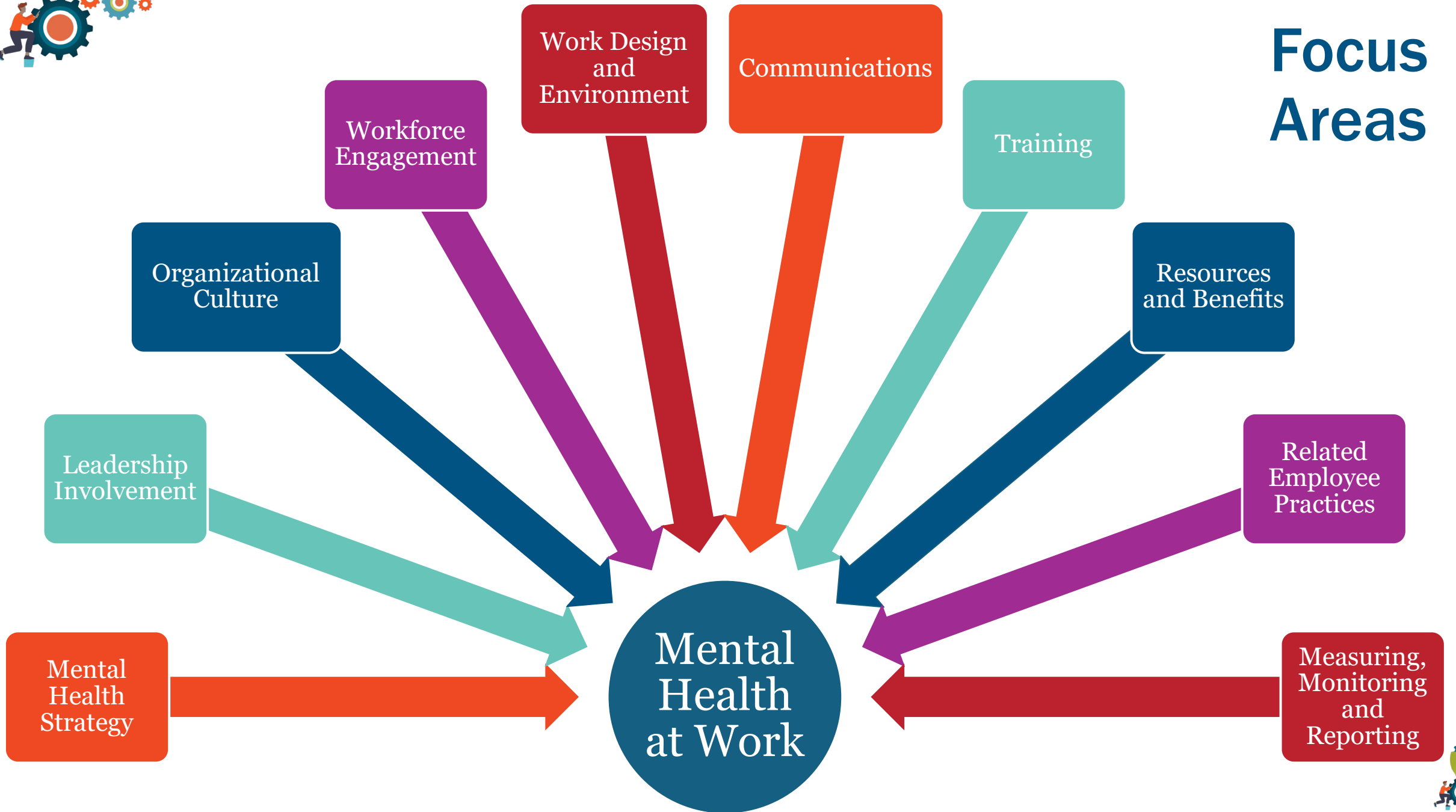
Accreditation Overview

Program Purpose

- ***Provide recognition*** to organizations prioritizing mental health at work

- ***Promote growth*** in mental health awareness and strategies within the employer space

How Accreditation Works

Available to ANY Organization

TEN Focus Areas

FOUR Scoring Levels

Scoring Drives Appropriate Level

Focus Areas

Leadership Involvement

Organizational Culture

Workforce Engagement

Work Design and Environment

Communications

Training

Resources and Benefits

Related Employee Practices

Mental Health Strategy
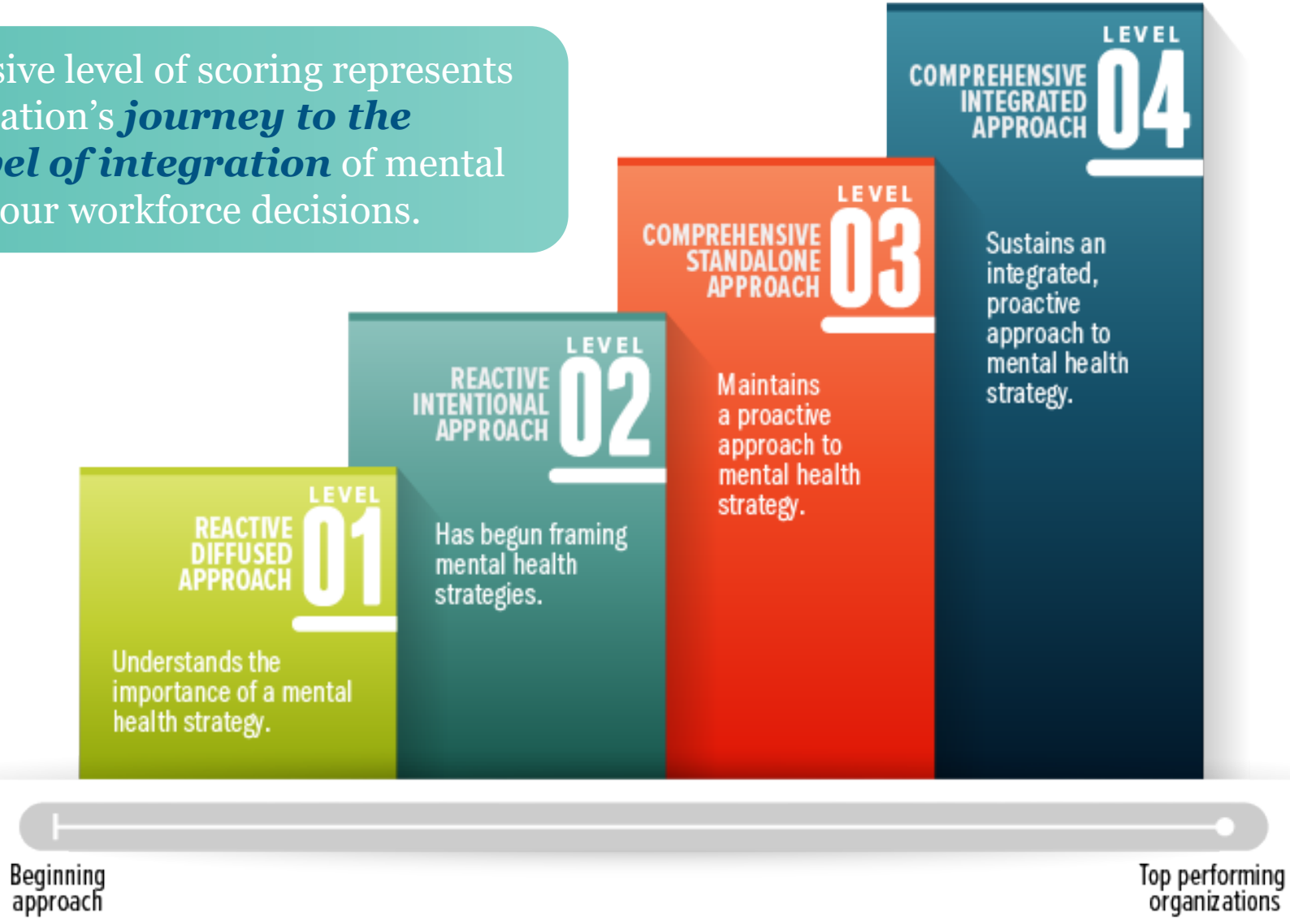
Measuring, Monitoring and Reporting

Mental Health at Work

Scoring Overview: Levels

Each successive level of scoring represents your organization's ***journey to the highest level of integration*** of mental health into your workforce decisions.

LEVEL
01
REACTIVE DIFFUSED APPROACH

Understands the importance of a mental health strategy.

LEVEL
02
REACTIVE INTENTIONAL APPROACH

Has begun framing mental health strategies.

LEVEL
03
COMPREHENSIVE STANDALONE APPROACH

Maintains a proactive approach to mental health strategy.

LEVEL
04
COMPREHENSIVE INTEGRATED APPROACH

Sustains an integrated, proactive approach to mental health strategy.

Beginning approach

Top performing organizations

Using Your Accreditation

Continued support and collaboration from URAC includes

Internal communication plan for current employees to aid in your retention efforts

Assistance with external messaging, including supporting your recruiting

Personal delivery of your award from our President and CEO

Press release and PR support for your organization

Questions?
Want More Info?

Next Steps

Mental Health at Work Index

info@mentalhealthindex.org

www.mentalhealthindex.org

Mental Health at Work Accreditation

Laura Wood: LWood@urac.org

www.urac.org/MentalHealthatWork