

# 5

Considerations  
for Employers  
When Selecting  
**Mental Health  
Benefits**



Mental health is a vital part of employee wellbeing, yet one in five adults in the US experiences a mental health disorder, like depression or anxiety. What's more, 76% of US workers reported experiencing at least one mental health symptom.<sup>1</sup>

Cultivating a supportive and resilient workforce extends beyond conventional health insurance benefits—but which one to choose is a major challenge for most employers. There has been a surge in the proliferation of digital mental health solutions, each aimed at a different facet of mental health, from meditation mobile apps to those focused on stress management.

There are five considerations to keep in mind when selecting a mental health benefit.



<sup>1</sup> <https://www.mindsharepartners.org/mentalhealththatworkreport-2023>

# 1

## Awareness and education for a modern approach to mental health

Mental health encompasses a variety of complex emotions and situations. Many of these are not diagnosable conditions, but challenges employees are facing as they live, work, and serve as caregivers in today's society. Prioritizing education for employees is critical to creating a corporate culture where employees feel seen, heard, valued, and supported.



## 2

# A focus on overall wellbeing

Understanding the root cause of symptoms is vital for overall health and wellbeing—both physical and mental. Benefits and solutions that use an evidence-based approach, like Lifestyle Medicine are more effective. Lifestyle Medicine is focused on the prevention of illness through lifestyle changes and self-care, which is shown to prevent the onset and reduce the symptoms of mental health disorders.



# 3

## A clear path to care with navigation support

Employees facing an acute issue, whether a child with behavioral issues, a spouse with a substance use disorder, or feelings of depression or anxiety, often feel lost navigating an unfamiliar and confusing system of benefits, providers, and treatment options. They often don't know where to start or who to turn to for advice. Clinical navigation from trained and credible professionals ensures that employees receive appropriate care from the very start, avoiding multiple visits, repeated tests, and worsening health.



# 4

## Referrals for in-person care

For employees that need to establish a relationship with a therapist for ongoing treatment or those needing in person care, benefits that offer personalized provider referrals ensure that employees get the care and treatment they need while accounting for their care preferences. Care preferences can and should include everything from insurance coverage to cultural and linguistic preferences.



# 5

## Access to mental health medical expertise for families

It is not enough to simply offer benefits that support an individual employee. Benefits that address the continuum of care and health journeys for dependents (children and aging adult parents) and caregivers is vital to a holistic approach to health and wellbeing—both mental and physical.





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