



# MIND MATTERS: EMPLOYER RESOURCES

**Claims for mental health care are one of the top drivers of health plan costs.**

BeWell@Work offers your organization a variety of programs, tools, education and resources to help address the mental health needs of your employees.

To learn more about our mental health programs and resources, speak with your BeWell@Work health and wellness consultant to see what options are best for your team.



## Did You Know?

The top 3 reasons for mental health claims include:

- 1 Trauma and stressor-related
- 2 Anxiety and fear-related
- 3 Depressive



## 24/7 Help During a Crisis

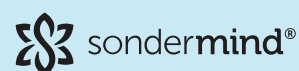
The 988 Suicide & Crisis Lifeline is a universal entry point throughout the United States to reach a caring, trained counselor who can help people experiencing mental health, substance use, and suicidal distress. Check out the **988 Partner Toolkit**, which provides partners with free magnets and other marketing materials that can be used to promote 988 to your employees.

## BENEFIT SPOTLIGHT

### Convenient and Confidential: Virtual Mental Health Care

BeWell@Work members have 24/7 access to virtual mental health care. Blue Cross VT partners with these independent companies to allow members to meet virtually with a counselor.

[Click here](#) to view and download the **Virtual Mental Health Care** flyer or ask your BeWell@Work consultant for details.



## RAISE AWARENESS & EDUCATE

Promote mental health and well-being through the journeys and challenges offered within our Be Well Vermont online wellness platform and app.

### JOURNEYS

Employees can earn up to 150 points per month for completing a journey, 20 points per day for completing a step.

- **Strategies for Anxiety and Panic Attacks** (10 days)

Learn a variety of tips you can try anytime, anywhere to relieve discomfort and recover more quickly from panic or anxiety attacks. Discover how to tune in to what your body is telling you and get ideas for managing your unique symptoms.

- **Make Sense of Your Moods** (22 Days)

Feeling stress, anger or exhaustion can overwhelm you. Understand the difference between short-term low mood and depression. Gain new habits to help you understand and lift your low mood. Learn when to ask for help and support.

### STAGED CHALLENGE:

Points earned vary depending on type of challenge. Please ask your BeWell@Work consultant for more details and access to the Challenge Lookbook to see all options.

- **Relax, Renew, Refresh Staged Challenge**

(2-3 weeks; includes 5 stages with educational content and physical activity tracking)

Research shows that when people don't get the maintenance they need, everything suffers—their work, relationships and especially their mental, physical and emotional health. This challenge explores the benefits of meaningful downtime.



Scan to download the Be Well Vermont app by Personify Health.

### WORKSHOPS & TRAININGS

- **Host a Workshop with Your Employee Assistance Program (EAP)**

Most EAPs offer educational workshops for their services as well as education on how to cope with anxiety and depression. Having an expert from your EAP present helps put a face on their services and increase the likelihood that your employees will reach out to them in the future.

- **Host or Promote a Mental Health First Aid (MHFA) Training**

MHFA is an 8-hour training course designed to give members of the public key skills to help someone who is developing a mental health problem or experiencing a mental health crisis. Promote a training happening in the community or host one just for your employees. This training supports open conversations about mental health, reducing stigma and encouraging employees to seek help when needed.

### LUNCH & LEARNS WITH LOCAL EXPERTS

- **Nurturing Resilience: Burnout, Compassion Fatigue & Boundaries with Sunny Naughton**

This workshop provides participants with practical strategies and insights to recognize, prevent, and manage burnout in their professional and personal lives. Through foundational information, engagement activities, and group discussions, participants leave understanding how to cultivate resilience skills to sustain their well-being and effectiveness in their distinct roles. Participants will receive a follow-up resource guide and actionable next steps.

– Contact: [sunny@sunshinesilverlining.com](mailto:sunny@sunshinesilverlining.com)

– Website: [www.sunshinesilverlining.com](http://www.sunshinesilverlining.com)

- **Made to Move with Jason Carriveau, PHMNP-BC, ATC**

Discuss and demonstrate various exercise modalities to manage mental health symptoms of depression and anxiety. Physical activity can also help support the immune system, improve sleep, and prevent cardiovascular and musculoskeletal risk factor.

– Contact: [JasonCarriveau@OneBreathVermont.com](mailto:JasonCarriveau@OneBreathVermont.com)

– Website: [www.onebreathvermont.org](http://www.onebreathvermont.org)

- **Stress Management with Jason Carriveau, PHMNP-BC, ATC**

Meditation and mindfulness activities have proven to reduce stress, improve wellbeing, and offer introspection into the way our thoughts and feelings affect us. A discussion on the variety of different practices and techniques, as well as an interactive guided meditation will enhance the teaching and provide a starting off point for a mindfulness practice.

– Contact: [JasonCarriveau@OneBreathVermont.com](mailto:JasonCarriveau@OneBreathVermont.com)

– Website: [www.onebreathvermont.com](http://www.onebreathvermont.com)





## SUPPORT BEHAVIOR CHANGE

Promote mental wellbeing challenges and healthy habits through our Be Well Vermont online wellness platform and app.

Scan the QR code on page 2 to download the Be Well Vermont app by Personify Health.

Points earned vary depending on type of challenge. Please ask your BeWell@Work consultant for more details.



### Mindfulness Spotlight Challenge

Employees set a daily target of how many mindful minutes they want to achieve. They can track their progress on the leaderboard and earn points as they reach each milestone. Employees can go solo or come together to work towards a bigger collective goal.



### HEALTHY HABITS:

Employees can activate over thirty 30 healthy habits to focus on:

- mental health & wellbeing
- managing stress
- anxiety & depression
- grief and loss

## CHALLENGES

Small changes can make a big impact. Consider how you can support mental health in the workplace. Speak with your BeWell@Work consultant about these and other opportunities.

### • 14-Day Nature Connection Challenge

Research suggests that spending just 20 minutes in nature each day can reduce stress levels. It also boosts mood, increases feelings of well-being and helps improve focus and mental clarity. The 14-Day Nature Connection Challenge encourages your employees to step outside, explore and soak in the calming benefits of the natural world.

### • 7-Day Mindful Moments Challenge

Mindfulness is important for overall well-being because it improves mental clarity, boosts emotional resilience, improves immunity and promotes a greater sense of balance. The 7-Day Mindful Moments Challenge educates employees on three different ways to practice mindfulness with guided meditation, mindful breathing or connecting with nature. Meditations and breathing practices are included.

### • 14-Day Sleep Awareness Challenge

Sleep is important for health and well-being. It can lead to better energy levels, improved mood and mental health, sharper focus, and a decreased risk of chronic conditions. The 14-Day Sleep Awareness Challenge helps employees become aware of things that may positively or negatively impact their sleep quality and recognize patterns that can inform healthy changes.

### • 21-Day Gratitude Challenge

According to positive psychology, gratitude is strongly and consistently linked to greater happiness and more positive emotions. Practicing gratitude regularly can improve physical health by lowering blood pressure, improving sleep and increasing overall well-being. Encourage employees to practice gratitude on the challenge tracker.

### • 30-Day Reduce Clutter Challenge

Employees can use this challenge to help create a more organized, peaceful living space that can positively impact their well-being.

## SUSTAINING CHANGE

### Create policies that support mental health.

Have a policy that supports employees who have mental health issues, including leaves of absence and plans for returning to work.

- Allow employees to access mental health support services during working hours.
- Create one "mental health day" off per year that does not impact sick leave or vacation time.

### Create and maintain a dedicated quiet space for relaxation at your office location.

Use plants, natural or soft lighting, and peaceful images. Offer the ability to listen to gentle music and a set-up for water and hot tea.

### Become Bell Seal Certified

The Bell Seal for Workplace Mental Health national certification program, offered by Mental Health America (MHA), recognizes employers committed to creating mentally healthy workplaces. The evaluation considers the entire employee experience including topics that support organizational development and psychological safety.

- Take this [quick survey](#) to learn your organization's eligibility and potential recognition level. If your organization does not qualify or aspires to improve its score, MHA and its partners offer free resources and fee-based services to assist you for the next application cycle.
- Learn the full details of the 2025 criteria [here](#).