

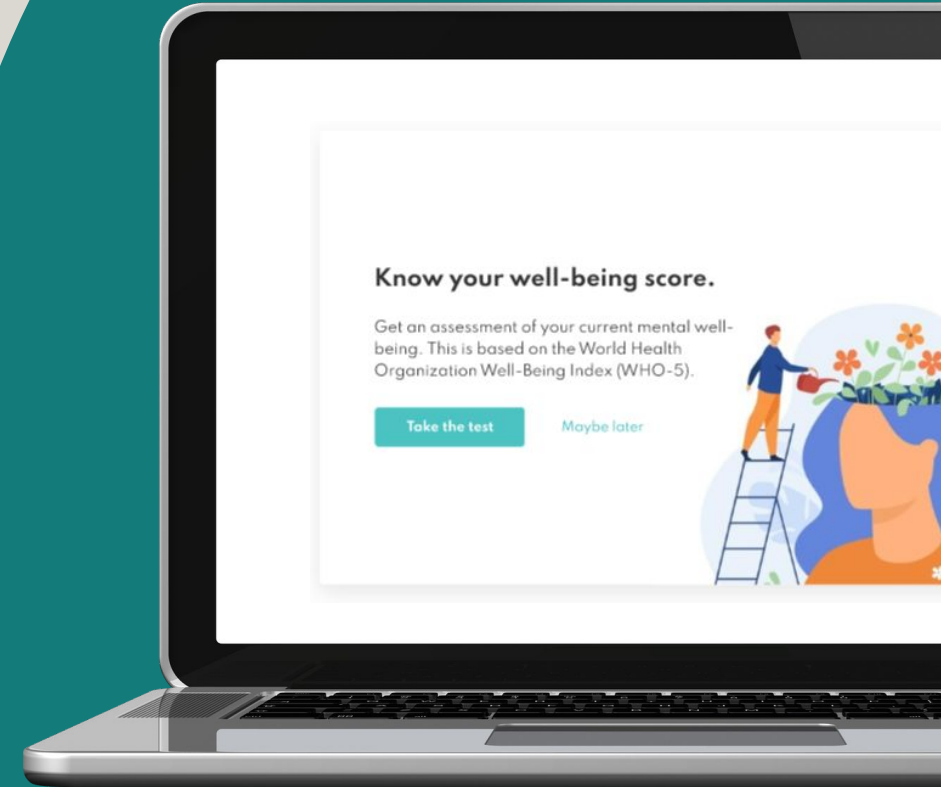


**Finally! How to
increase EAP
utilisation, drive
up employee
engagement and
make the world a
better place**



About Infnit Care

- Philippines based
- B2B employee well-being specialist
- Data-driven platform
- In-house clinical team
- Mental Health Continuum is guiding philosophy



What's the problem?

- EAP utilisation is uniformly low – often below 1%
- Despite best intentions, employers struggle to increase well-being
- Budgets to be more impactful cannot get approval due to low utilisation
- The downward spiral of doom – well-being – absenteeism, attrition, inability to increase eNPS

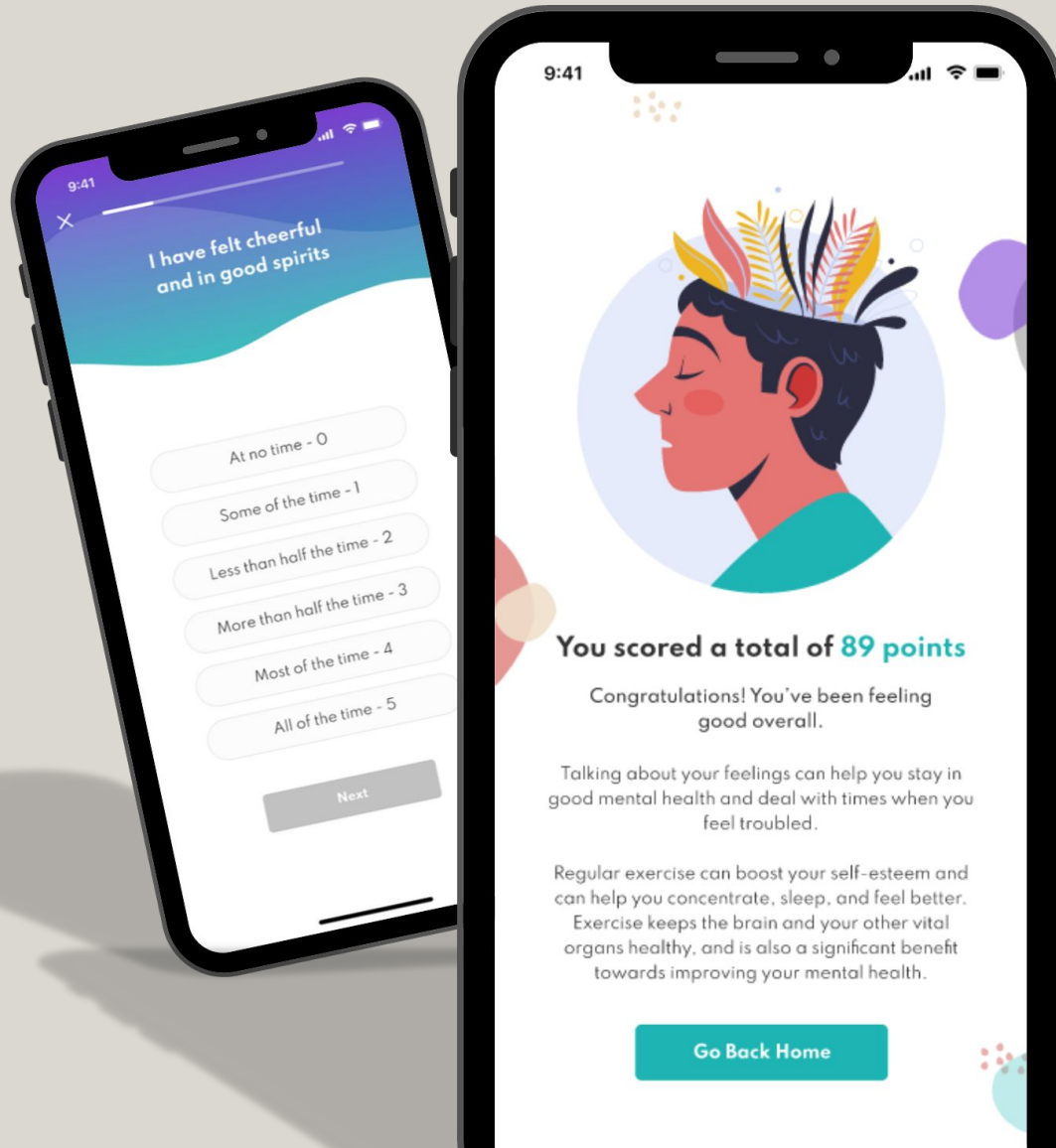
Why is EAP engagement so low?



Recap #1

- Employee mental health and well-being is a core element of a great culture
- It is IMPACTABLE and MEASURABLE
- A well structured employee well-being program supports much of the Employee Engagement 5 C's (Care, Connect, Coach, Contribute, Congratulate)
- Well-being and Employee Engagement are highly correlated

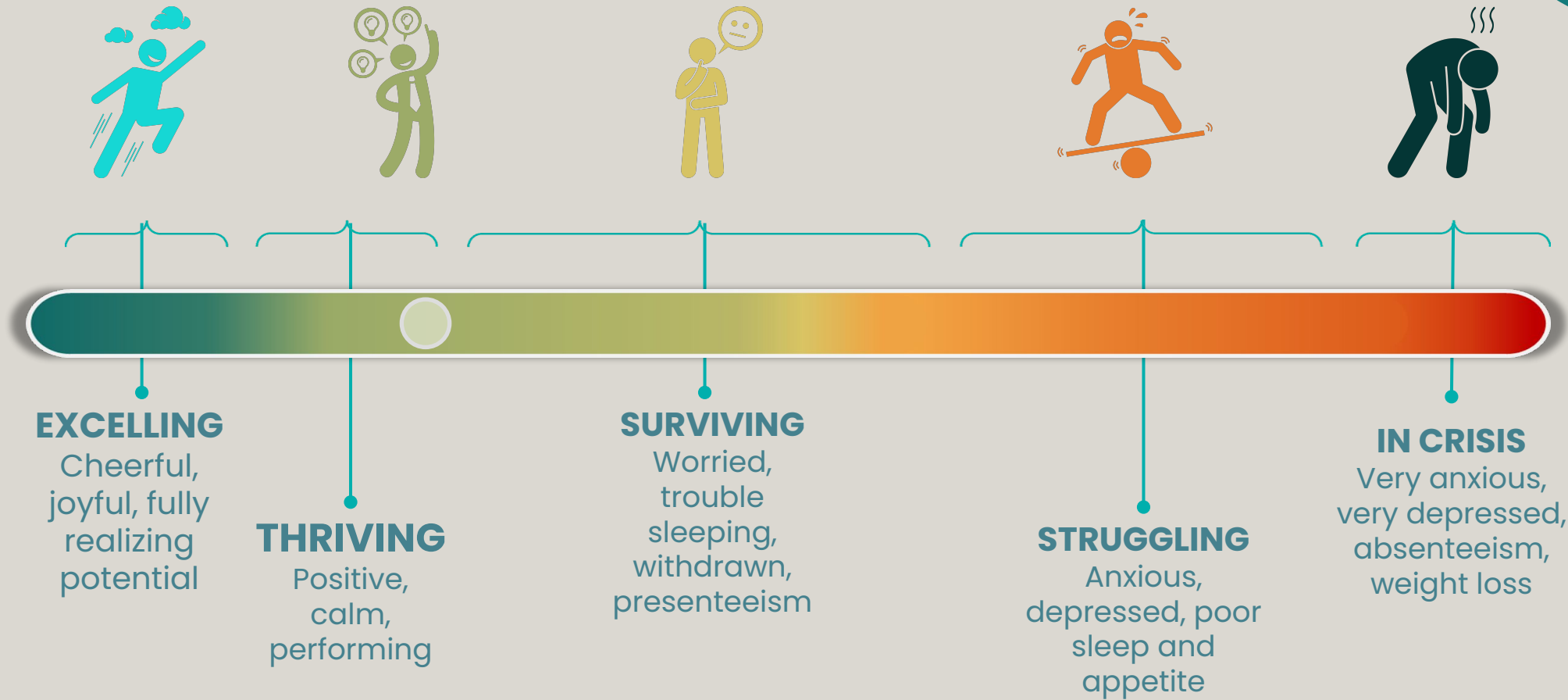
Let's look at Employee well-being data!



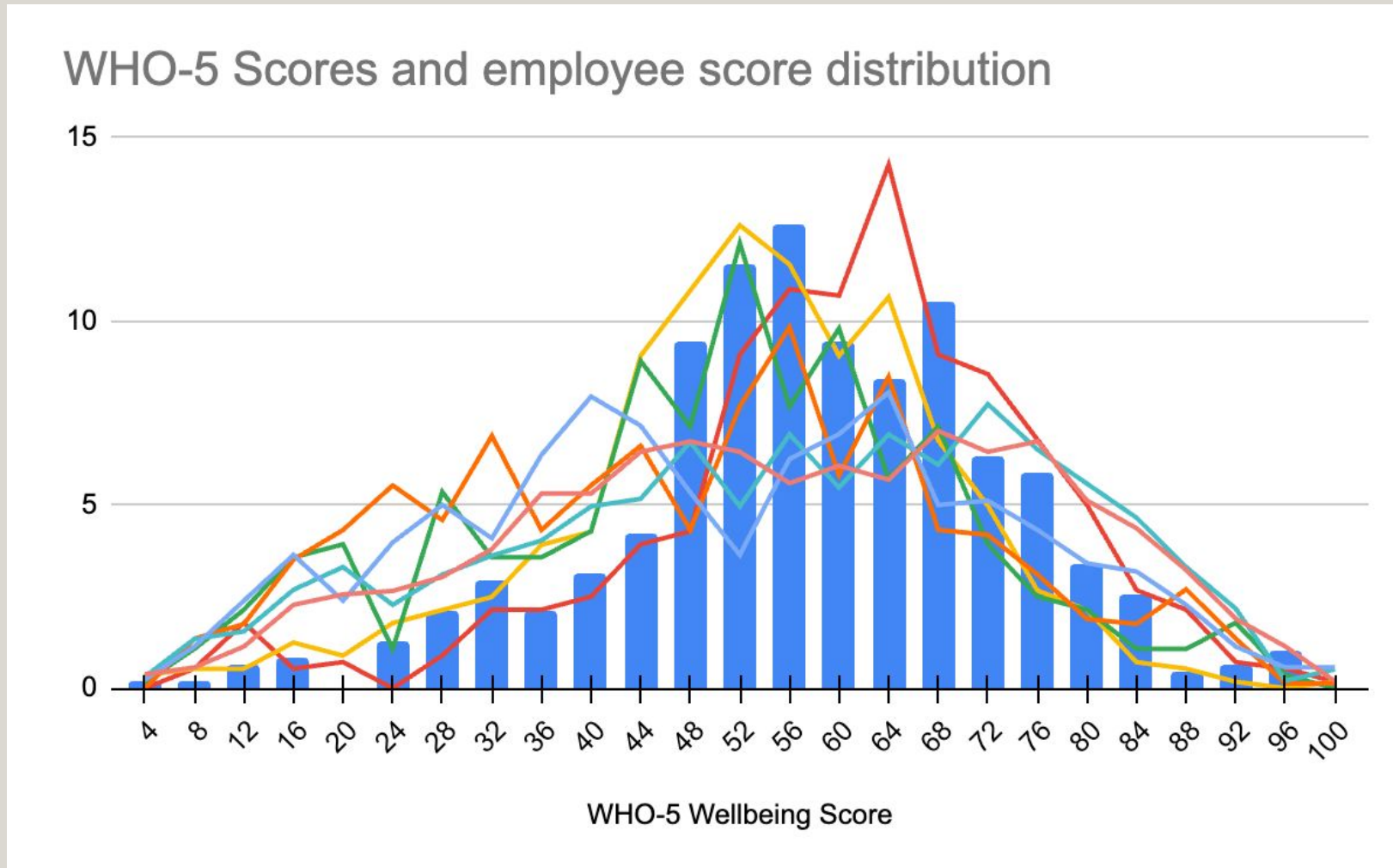
WHO-5 Well-being Assessment

Measure individual and organizational well-being with the World Health Organization Well-Being Index (WHO-5), a simple yet reliable assessment tool to determine current state of mental health.

The Mental Health Continuum



Data from dozens of employers; 10k's of employees



IN CRISIS

Very anxious, very depressed, absenteeism, weight loss

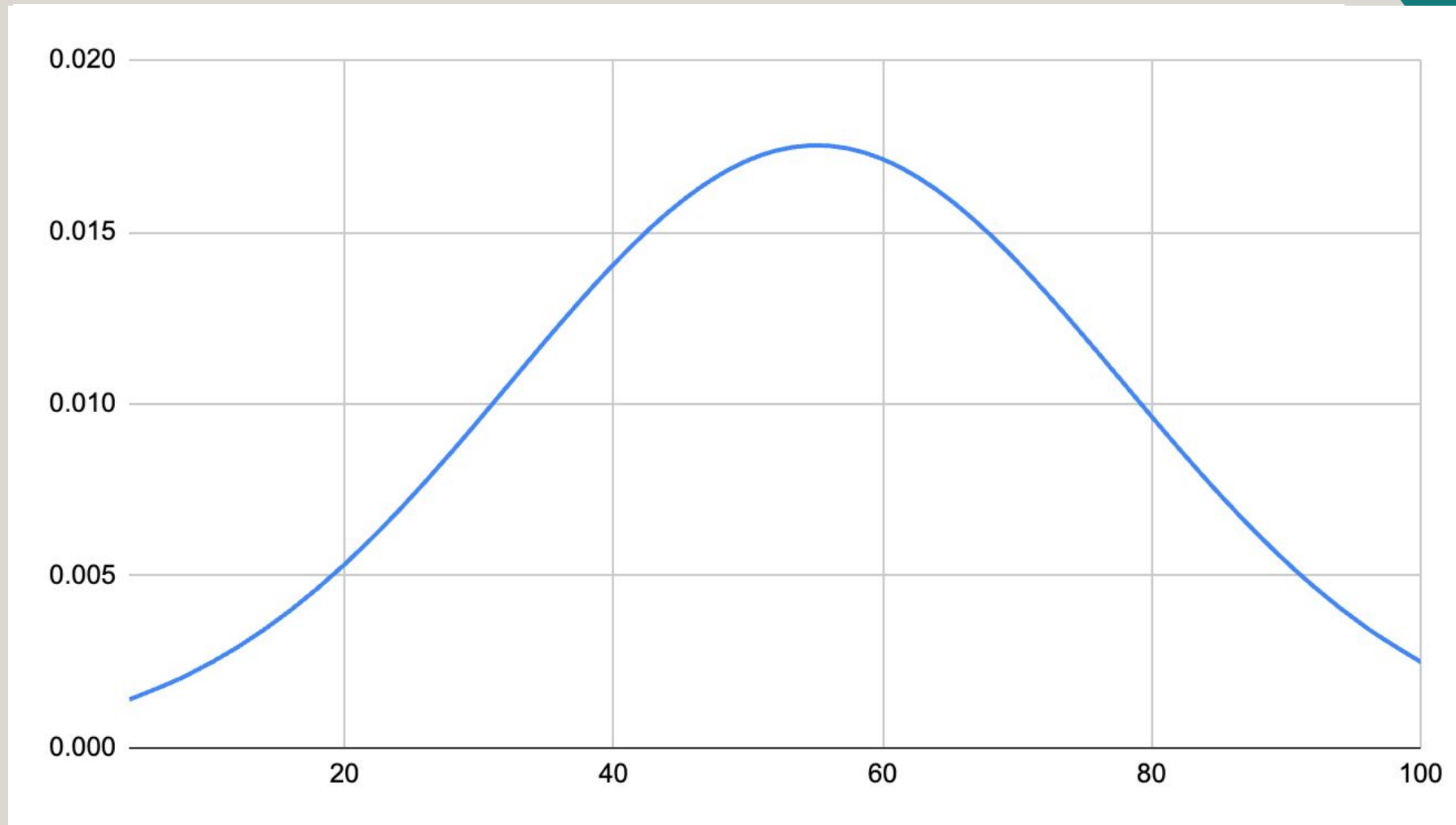
SURVIVING

Worried, trouble sleeping, withdrawn, presenteeism

EXCELLING

Cheerful, joyful, fully realizing potential

Data from dozens of employers; 10k's of employees



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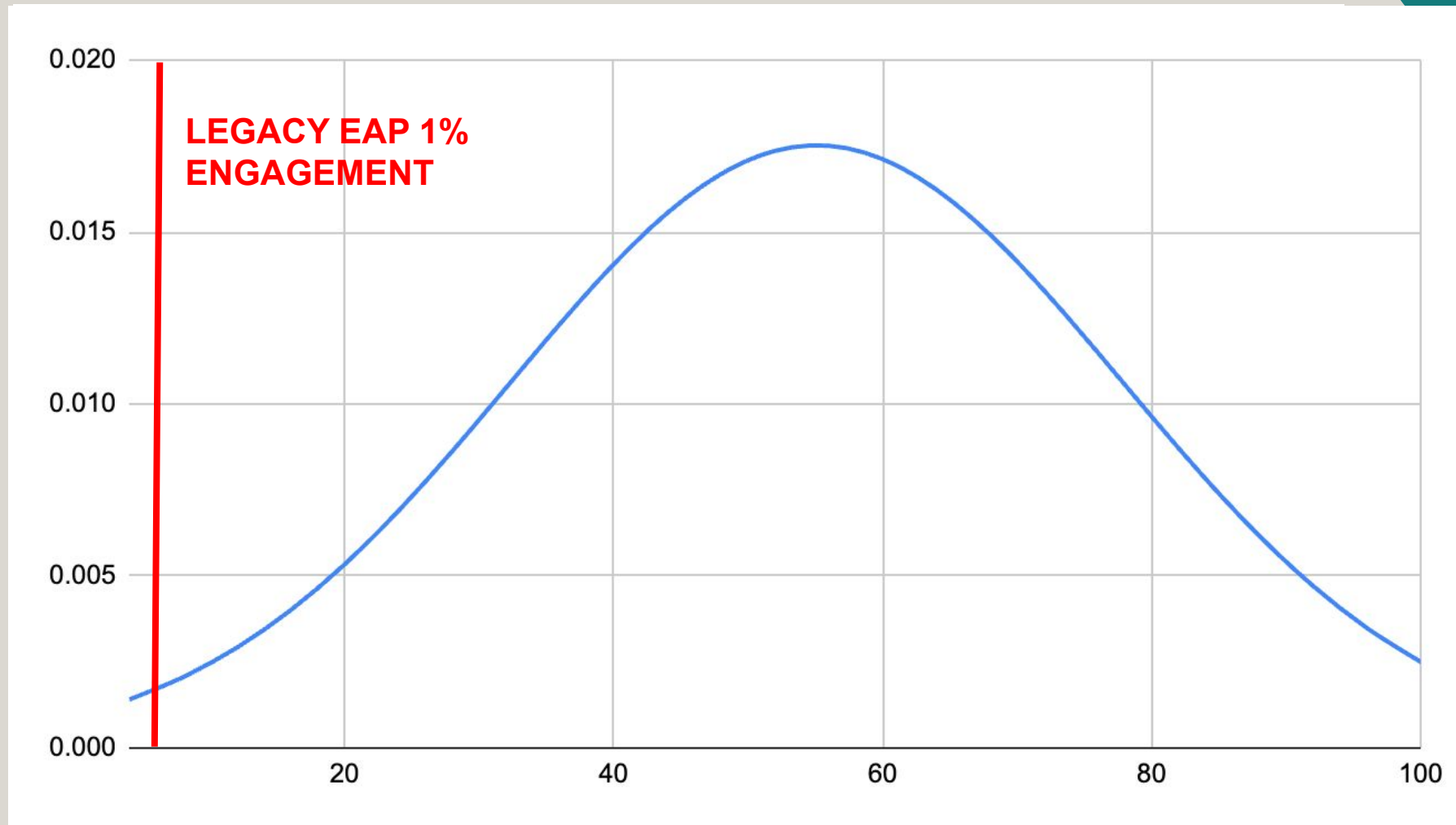
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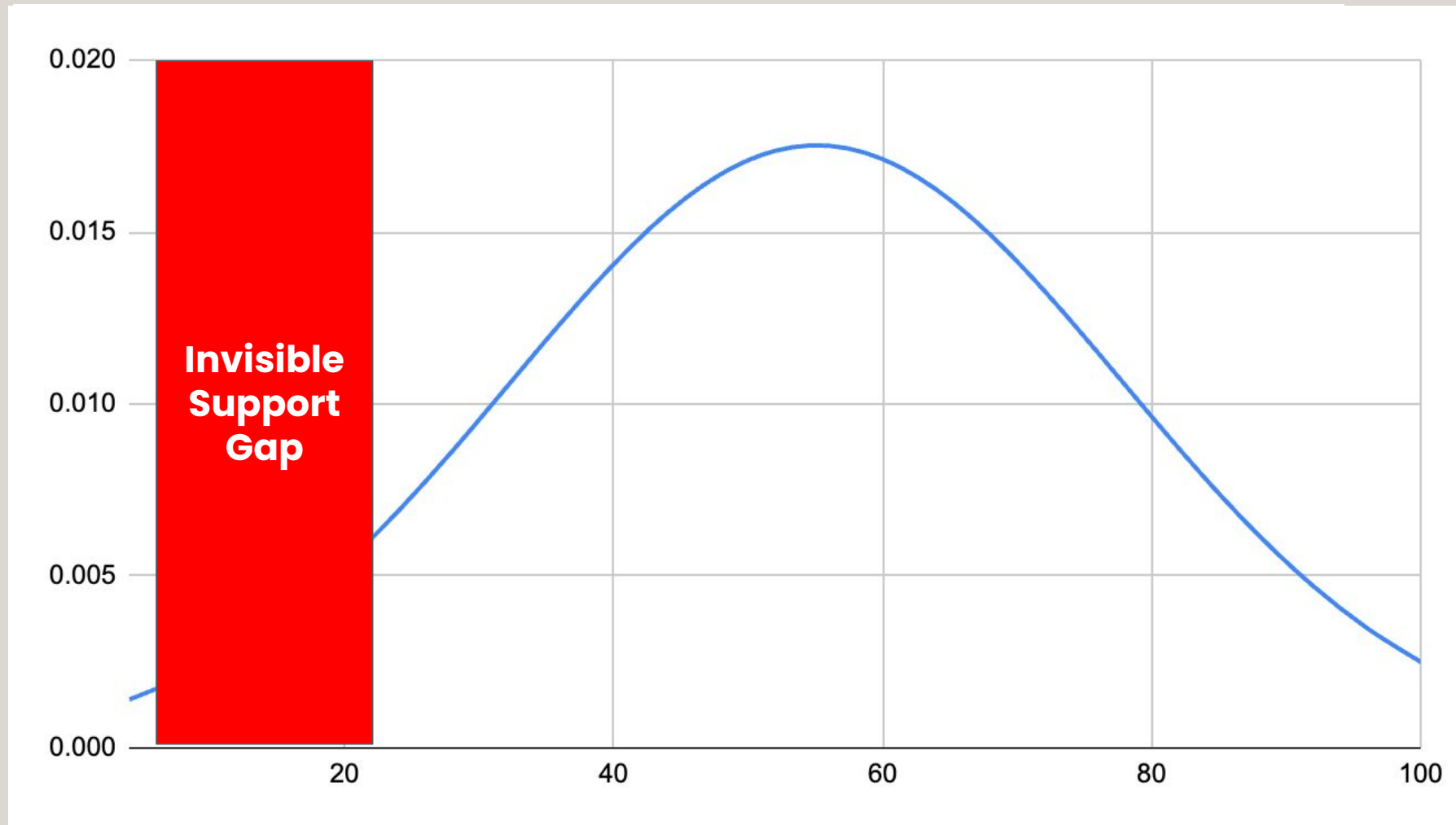
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10% of employees in *yOUR* org need urgent support **today**



IN CRISIS

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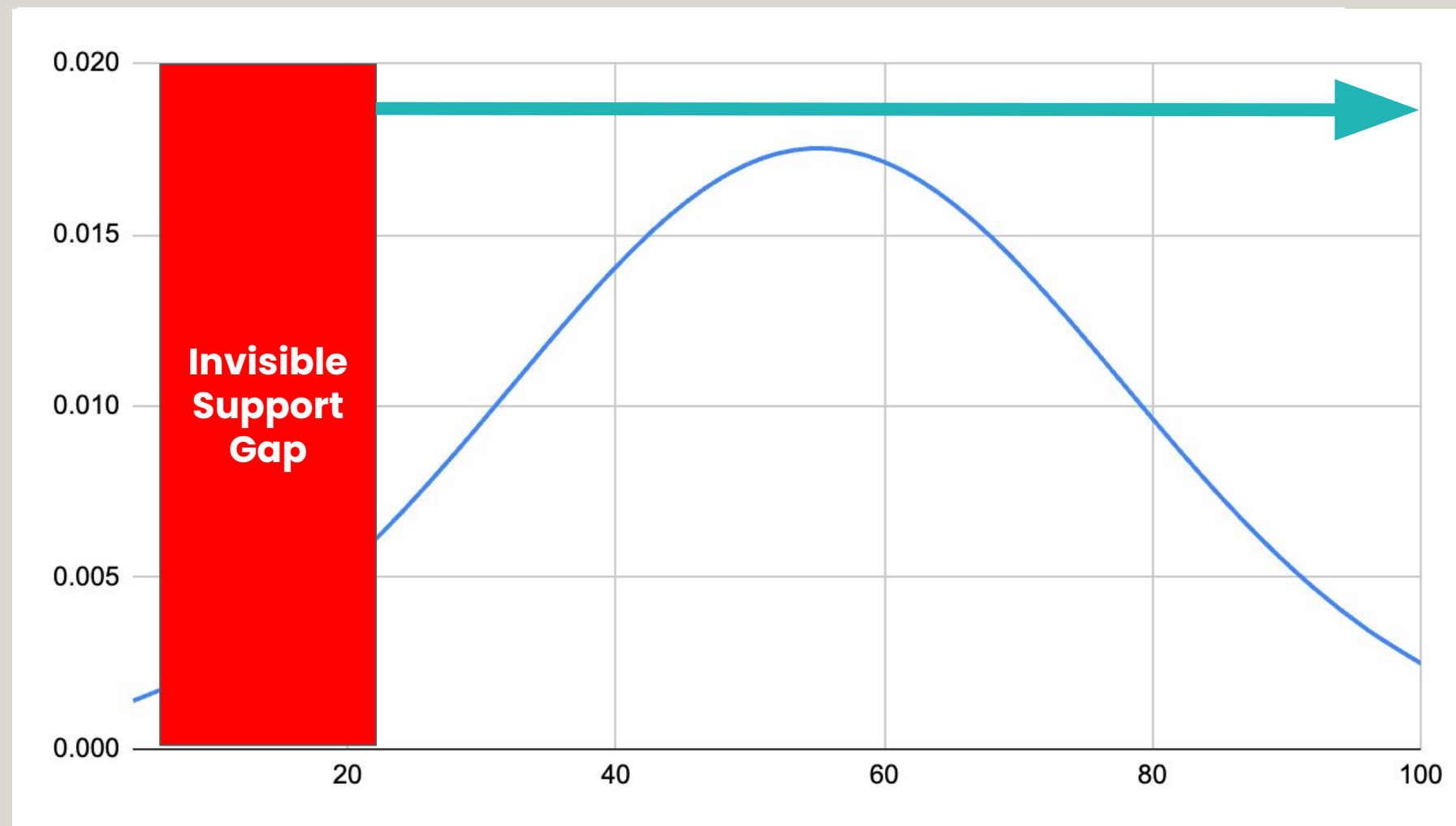
SURVIVING

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What about the other 90%?




IN CRISIS
Very anxious, very depressed, absenteeism, weight loss

SURVIVING
Worried, trouble sleeping, withdrawn, presenteeism

EXCELLING
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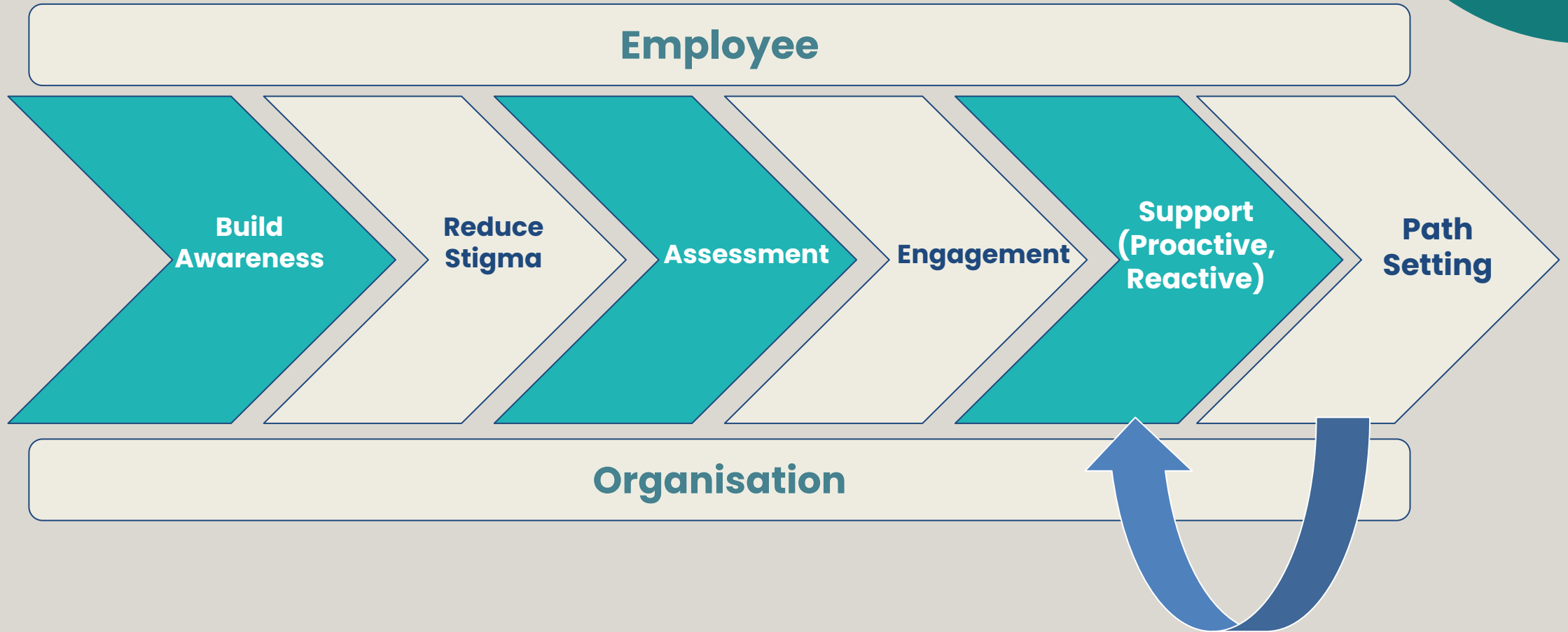
Recap #2

- Employee mental health support need is MASSIVELY underestimated - mostly due to low legacy EAP utilisation
- This considers that EAP support is a sick service only
- Everyone has 'mental health', not just those who need urgent support today
- You can SIGNIFICANTLY impact your employee well-being



How can we make
the world a better
place *Mark?*

Steps for impact



Map where you are

Early Stage	Emerging Stage	Advanced Stage
Description		
Workplace mental health initiatives are provided that provide interventions for employees in need	Preliminary workplace mental health strategy and initiatives are developed	Workplace mental health programmes are woven into the fabric of the organisation • Programs focus on prevention not just treatment
Motivation		
Reactive case management	Employee attraction and retention	High-performance, inclusive workforce
Buy In		
Endorsed by leadership • Initiatives are centralised in the HR function	Leadership engaged and committed	There is sufficient support to enable cultural change
Value and Benefit		
Outcomes tied to participation in programmes • Reduction in health risks and costs	Employees who participate experience greater mental health, purpose, capacity for creativity	Support for well-being is self sustaining • Organisation becomes “Employer of choice” • Superior business performance
Investment		
Reactive investments for mental health programme	Ongoing investments to execute and expand the mental health programme	Investments that are ahead of the curve and look to implement the organisation’s mental health strategy informed by organisational data and evolving workplace dynamics

Recap #3

- Focus on well-being has broad, profound implications for the organisation
- The opportunity to improve is underestimated
- Map where you are and where you want to be
- Collect data
- Use assessments
- GROSS
- Measure impact
- Look after yourselves



Thank you