

# Mental Well-Being and Flourishing – Our New North Star

Presented by:

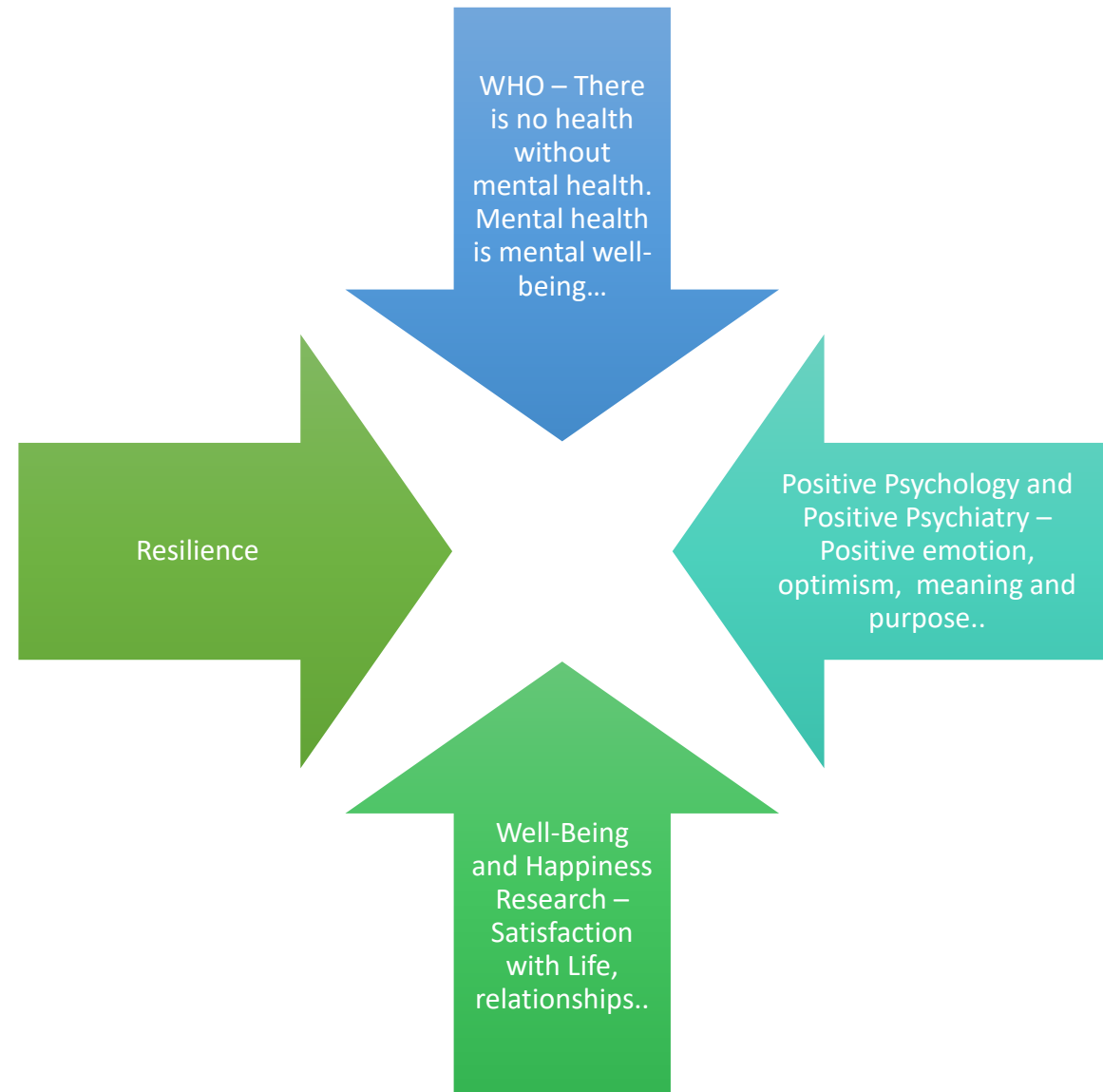
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# Overview of Presentation

- Well-Being Defined
- Pandemic Trauma Impacts and Trends
- Flourishing
- Enhancing Mental Well-Being
- Economics of Well-Being

# Harmonizing Perspectives on Mental Well-Being – The GuideWell and Florida Blue Process



# Defining and Describing Mental Well-Being – Creating a Platform for Bold Collaborations

For Adults – Mental Well-being is an overall positive and hopeful emotional state fueled by a sense of purpose and satisfaction with life, work and relationships, and supported by the capacity to adapt to life stressors. ©

For Youth – Mental Well-being is an overall positive emotional state fueled by a sense of hope about the future, satisfaction with life and relationships and supported by the capacity to adapt to life stressors. ©

# Pandemic Trauma Impacts

Chronic Traumatic Stress

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# Erikson's Theory of Development

## Erikson's Stages of Psychosocial Development

Approximate Age	Psycho Social Crisis
Infant - 18 months	Trust vs. Mistrust
18 months - 3 years	Autonomy vs. Shame & Doubt
3 - 5 years	Initiative vs. Guilt
5 -13 years	Industry vs. Inferiority
13 -21 years	Identity vs. Role Confusion
21- 39 years	Intimacy vs. Isolation
40 - 65 years	Generativity vs. Stagnation
65 and older	Ego Integrity vs. Despair

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## Pathophysiology of Traumatic Stress

### Hormonal Changes

- Prolonged high cortisol (“stress”) and ghrelin (“hunger”) creates greater reactivity to stress. Long term impact to cells, genes, structures of the body, and other hormone glands.

# Stress

- ❖ Stress is a physical and emotional reaction we experience as we encounter changes in life.
- ❖ Stress is a feeling of being overwhelmed or unable to cope with mental or emotional pressure.





# How Does Stress Impact Your Body, Mood and Behaviors?

## Common Effects of Stress

On Our Body	On Our Mood	On Our Behavior
Headache	Anxiety	Overeating or undereating
Muscle tension or pain	Restlessness	Angry outbursts
Chest pain	Lack of motivation	Drug or alcohol misuse
Fatigue	Lack of focus	Tobacco use
Change in sex drive	Feeling overwhelmed	Social withdrawal
Stomach upset	Irritability or anger	Exercising less often
Sleep problems	Sadness or depression	

# Pandemic Data Trends

Gallup , NHIS, and Deloitte Data

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# Women Vs. Men

Gallup Data 2020

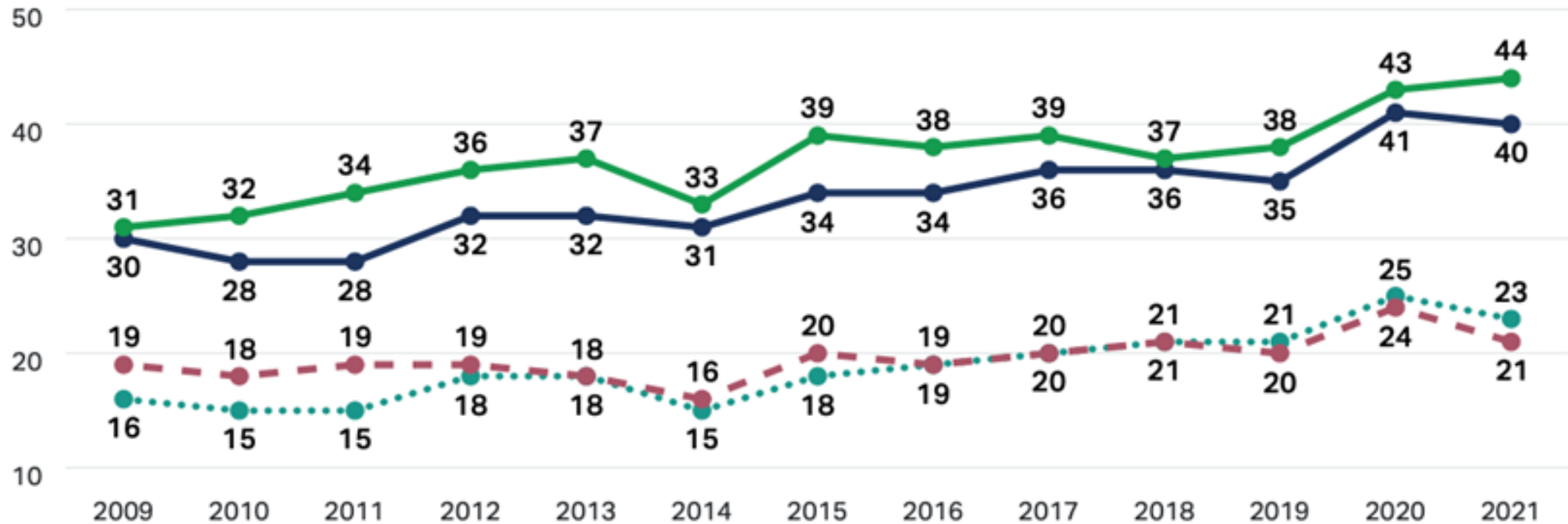
Unrelenting Invisible Threats – 60% versus 47%

Chronic Vigilance – 79% versus 64%

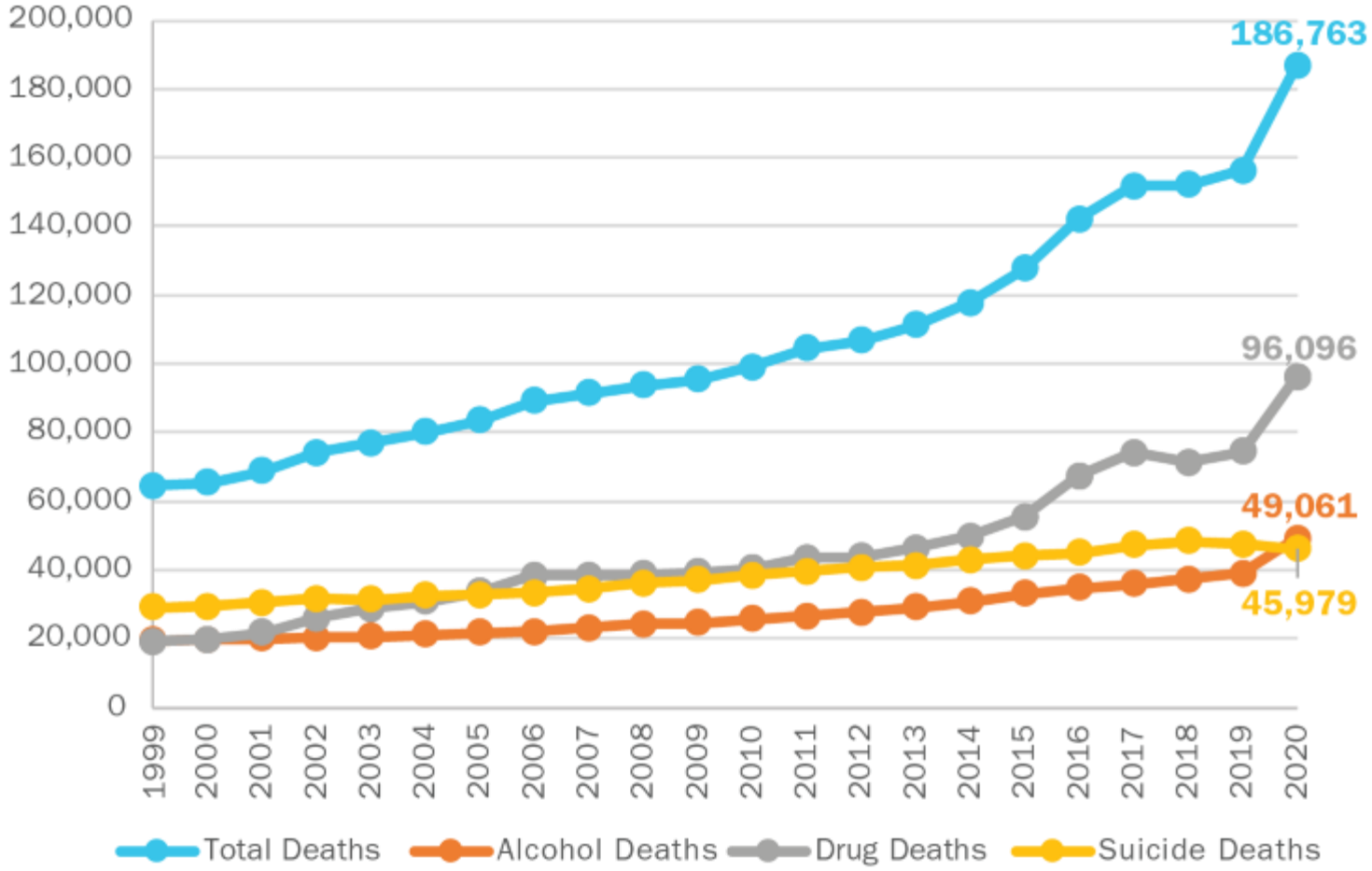
## Daily Negative Emotions

Did you experience the following feelings during A LOT OF THE DAY yesterday? How about [worry, stress, anger, sadness]?

● % Stress ● % Worry ● % Anger ● % Sadness

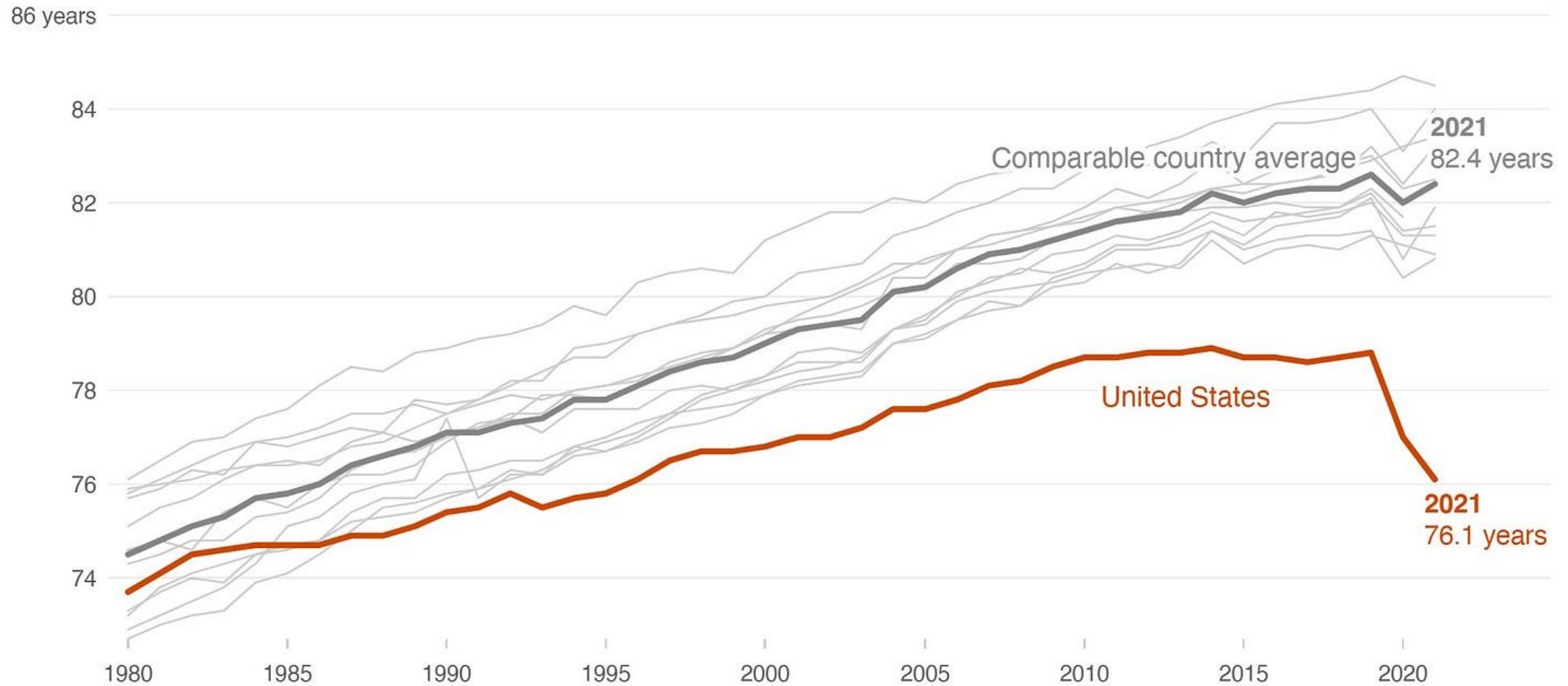


### Annual Deaths from Alcohol, Drugs, and Suicide in the United States, 1999–2020



# Life expectancy continues to decline in the U.S. as it rebounds in other countries

Life expectancy around the world decreased in 2020 due to COVID-19. Most peer countries rebounded by 2021, while the U.S. continued to decline.



Source: Peterson-KFF Health System Tracker

Credit: Ashley Ahn/NPR

Employee and Population  
Data

# Burnout Trends

New  
Data

Deloitte 2023 - 77% experience burnout, 91% have unmanageable stress

NHIS 2021- serious psychological distress 2.2% - 4.2% depending on perception of job security and schedule flexibility.

# Well-Being in Life

## Flourishing Categories



**Happiness and  
Satisfaction**



**Mental and  
Physical Health**



**Meaning and  
Purpose**



**Patience and  
Resilience**



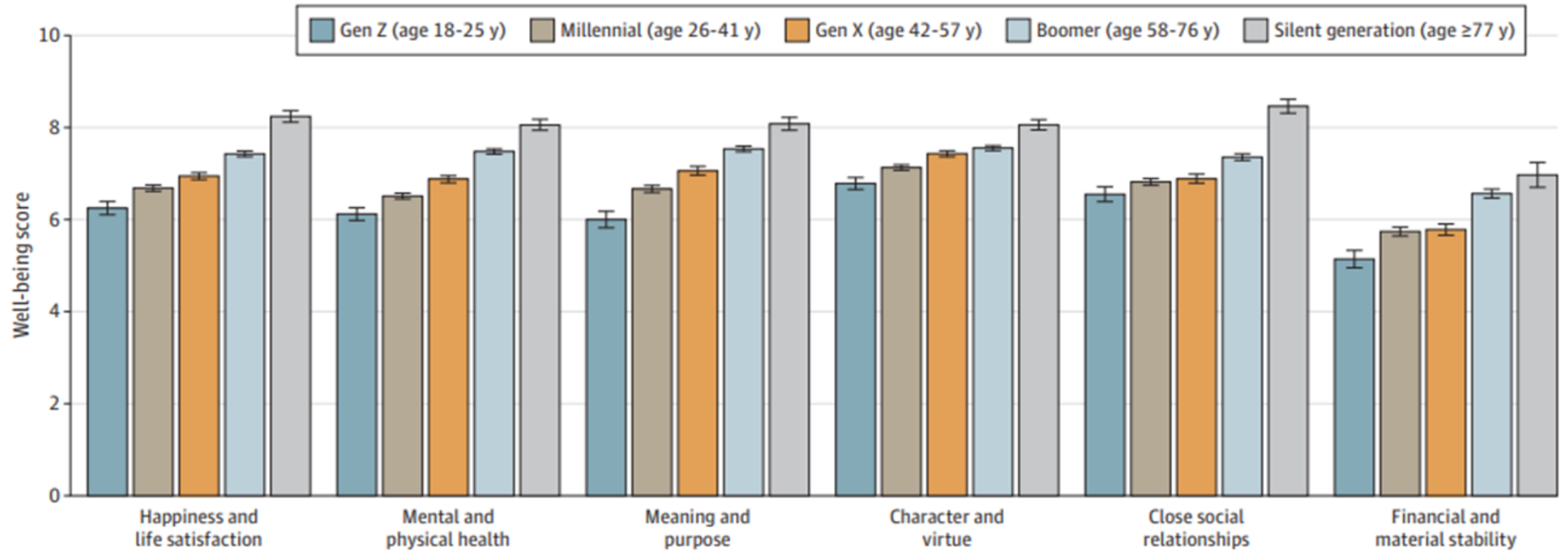
**Satisfaction  
with  
Relationships**



**Economic and  
Personal  
Security**



Figure. Weighted Domain-Specific Well-being Scores by Age Group in a Nationally Representative Sample of US Adults in January 2022



Age groups were created based on birth cohorts. Post hoc weighting was performed based on US census data to ensure the sample was representative of US adults 18 years or older within all 50 states and the District of Columbia.

Multiple imputation was used to impute missing data on well-being scores, and there were no missing data on age groups. Error bars represent SEs.

# Enhancing Mental Well-Being

Supporting Well-Being in a Post Pandemic Environment

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*Florida Blue*   
Your local Blue Cross Blue Shield

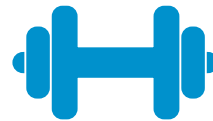
# Well-Being Playbook



Leadership and  
Management Training



HR Policies – Flexibility,  
Post Pandemic Empathy



Benefits – EAP, Physical  
and Mental Well-Being  
Tools



Employee Collaboratives  
– Meaning and Purpose

# LiveWell Resources

Check out the new LiveWell Mental Health Journey site for lots of resources to manage stress, including:



## [MeQuilibrium](#)

An app-based stress management program with personalized tools and recommendations.



## [Wellbeats](#)

Live and on-demand classes including "Dealing with Stress"



[Employee Assistance Program](#) through New Directions

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***There is no Health without Mental Health.***

For Businesses to  
Flourish, employees  
need to Flourish.



# Enhancing Mental Well-Being by increasing resilience

Burnout, Anxiety, Depression, Substance Use Conditions

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**Resilience**



## What is resiliency?

- Resilience is the process of adapting well in the face of **adversity**, trauma, tragedy, threats, or significant sources of stress, such as family and relationship problems, serious health problems, or workplace and financial stressors
- Resilient people **bounce back** from hardships and come out in a better place – thriving, not just surviving



## Key components of understanding and focusing on resilience

- ❖ **Core resilience:** Emotional control, empathy, emotional intelligence, mindfulness, support system, work-life balance, positivity
- ❖ **Self care:** Focus, purpose, engagement, problem solving, stress management, self-confidence
- ❖ **Resilience promoting behaviors:** Sleep, physical activity, healthy eating habits, pain management



# Economics of Mental Well-Being

US and International Evidence

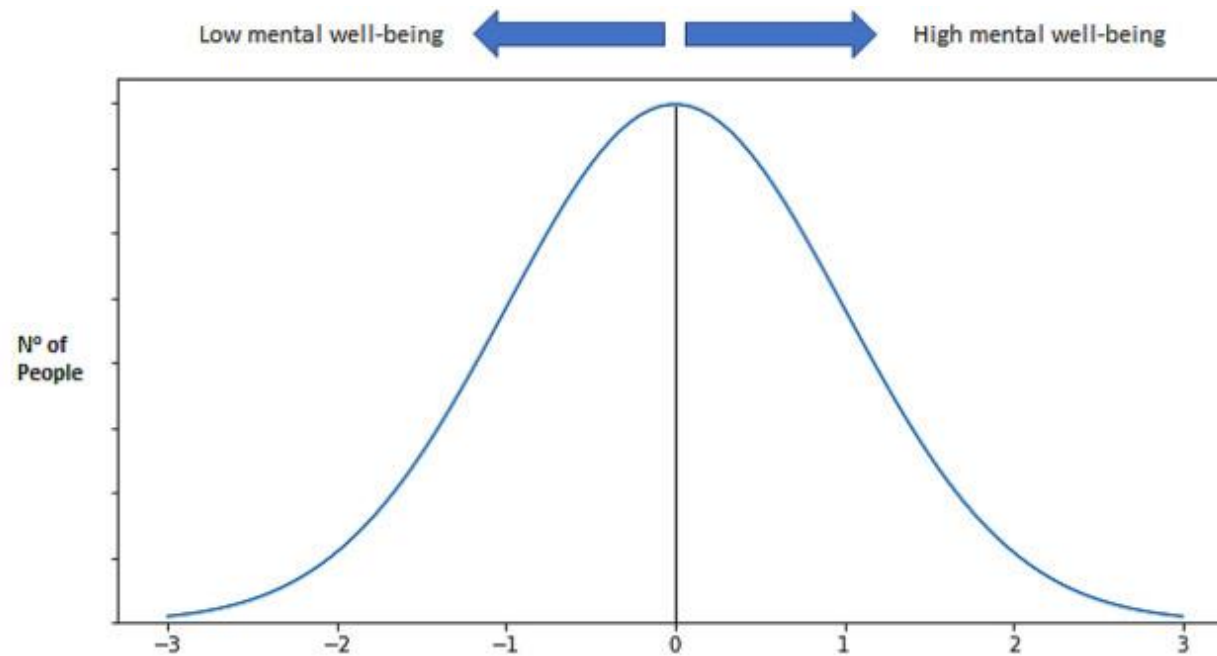
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# Mental Well-Being Literature Evidence

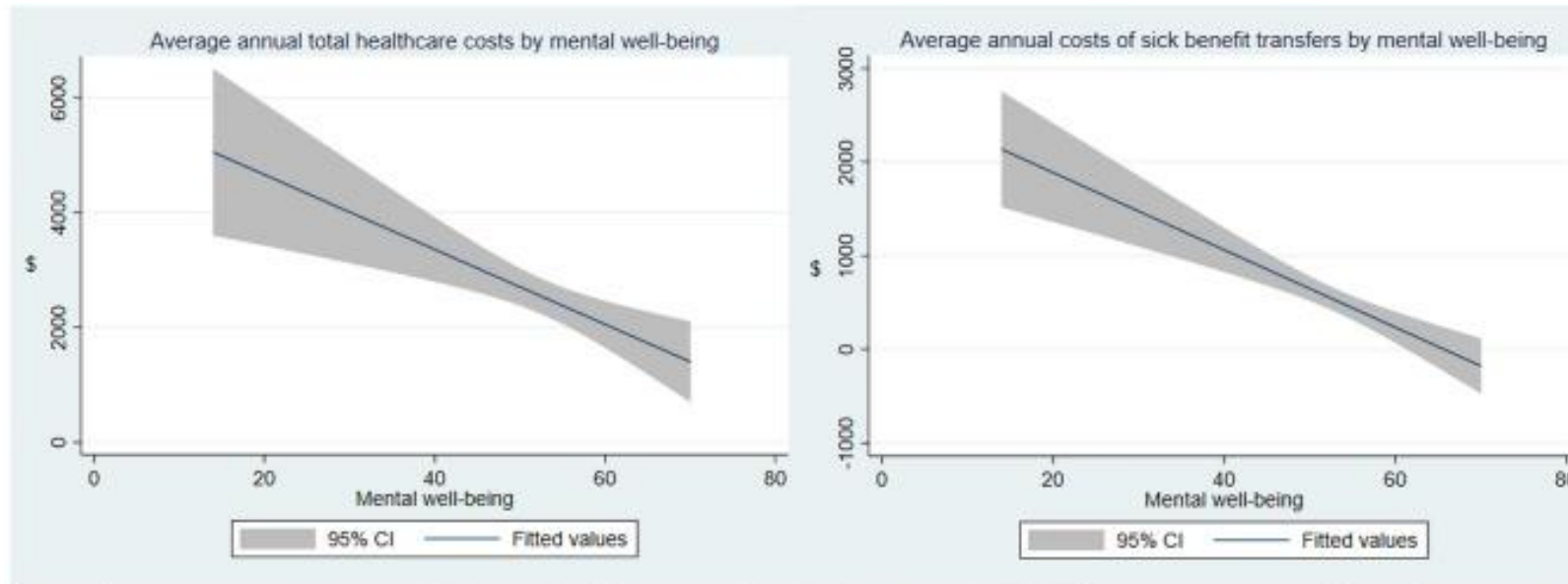
- Longevity
- Career Success
- Improved Outcomes in Chronic Disease
- Reduced Absenteeism, Increased Productivity
- Lower Costs – Recent Registry study in Denmark

# Danish Registry Study 2016-2017

- Two Part Model
- Every unit of Mental-Well-Being results in dollar savings
- Health Savings range from a few dollars to over 2000 dollars
- Population Mental Well-being will have greatest impact.



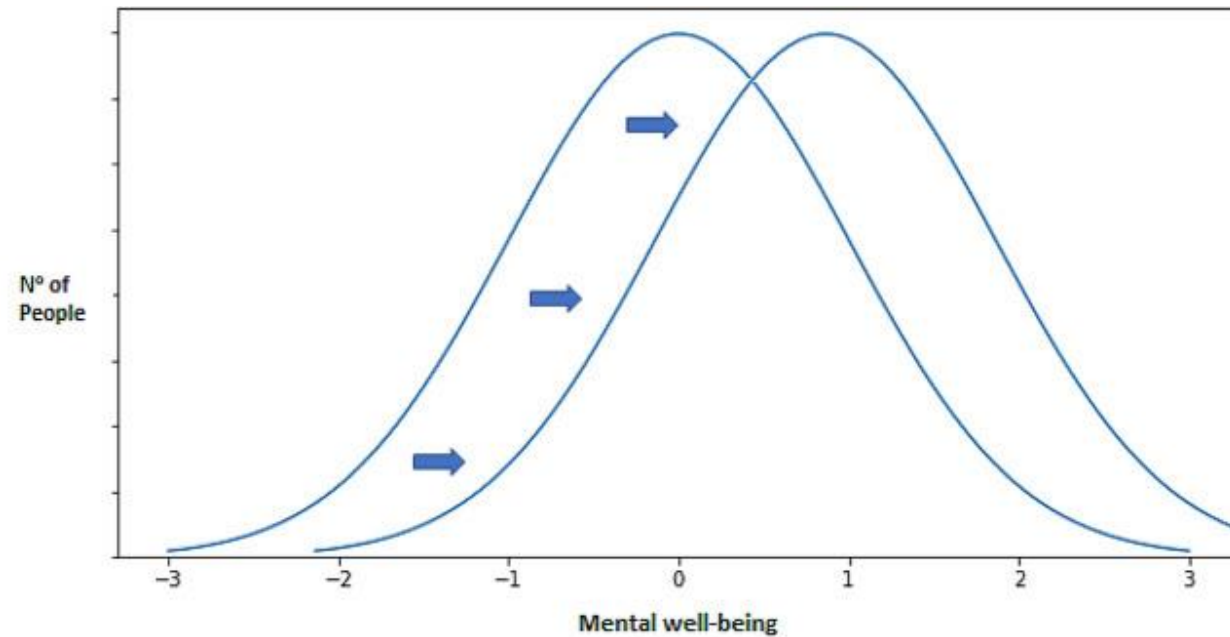
Note: The figure illustrates a normal distribution of mental well-being (x-axis) and the number of people in a population (y-axis). The x-axis represents standard deviations above and below the mean.



Note: All outcomes are 2017 costs. USD PPP = United States Dollar, Purchase Power Parity. All prices are converted from DKK (Danish Krone).

<sup>a</sup> The sample was restricted to individuals aged 16-64 years old (N=1,839).

<sup>b</sup> Warwick-Edinburgh Mental Well-being Scale (WEMWBS) – range 14 (low) -70 (high)



Note: The concept of 'shifting the curve' (i.e. bell-curve) implies shifting the entire distribution (all individuals with/without mental illness) in a population towards higher levels of mental well-being. A shifting of the curve also implies the prevention of or reduction in individuals suffering from mental health problems in the population.

# Marginal Effects

## Table 4

Marginal effects of a one-point change in mental well-being (measured in 2016, continuous scale<sup>a</sup>) on healthcare costs and sickness benefit transfers (2017 costs, reported as DKK) per person among Danish adults aged 16 + years



	<b>Model 1</b>		<b>Model 2</b>	
	<b>Marginal effect</b>	<b>95% CI</b>	<b>Marginal effect</b>	<b>95% CI</b>
	Healthcare costs			
Mental well-being	- 313.6	- 559.2, - 68.0	- 317.8	- 588.6, - 47.0
	Sickness benefit transfers <sup>b</sup>			
Mental well-being	- 215.2	- 360.6, - 69.9	- 172.6	- 313.1, - 32.1

DKK = Danish Krone (official currency of Denmark), 1DKK = USD\$0.13 PPP

Model 1 adjusted for age, sex, migration background, education, marital status, employment status, income, and 2016 costs. Model 2 adjusted for all the aforementioned covariates as well as chronic conditions, number of psychiatric conditions, and physical activity

<sup>a</sup>Based on the 14-item Warwick-Edinburgh Mental Well-being Scale (WEMWBS), range 14-70

<sup>b</sup>The sample was restricted to individuals aged 16-64 years old (*N* = 1839)

# Table 1. Flourishing items.

Factor	Feature	Sample item
<b>Positive characteristics</b>	Optimism <sup>a</sup>	Always optimistic about my future
	Self-esteem <sup>a</sup>	In general feel very positive about myself
	Vitality <sup>b</sup>	Had lot of energy, how often past week
	Emotional stability <sup>b</sup>	Felt calm and peaceful, how often past week
	Resilience <sup>a</sup>	When things go wrong in my life it, takes a long time to get back to normal (reverse scored)
<b>Positive functioning</b>	Competence <sup>a</sup>	Feel accomplishment from what I do
	Meaning <sup>a</sup>	Feel what I do in life is valuable and worthwhile
	Positive relationships <sup>a</sup>	There are people in my life who care about me
	Engagement <sup>a</sup>	Love learning new things
<b>Positive emotion</b>	Happiness <sup>c</sup>	How happy are you

	Point estimate	
	Costs per person (USD PPP)	Extrapolated population costs (USD PPP)
Healthcare costs	-687.7	-980,080,617.6
Sickness benefit transfers <sup>a</sup>	-297.8	-231,960,731.9
<b>Total</b>	<b>-985.5</b>	<b>-1,212,041,349.4</b>
<hr/>		
	Lower bound estimate (95%CI lower bound limit)	
	Costs per person (USD PPP)	Extrapolated population costs (USD PPP)
Healthcare costs	-1295.0	-1,845,461,627.8
Sickness benefit transfers <sup>a</sup>	-551.5	-429,650,632.4
<b>Total</b>	<b>-1846.5</b>	<b>-2,275,112,260.1</b>
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	Upper bound estimate (95%CI upper bound limit)	
	Costs per person (USD PPP)	Extrapolated population costs (USD PPP)
Healthcare costs	-80.5	-114,699,607.3
Sickness benefit transfers <sup>a</sup>	-44.0	-34,281,244.9
<b>Total</b>	<b>-124.5</b>	<b>-148,980,852.2</b>

Note. USD PPP = International U. S. Dollars adjusted by Purchasing Power Parity. All prices are converted from DKK (Danish Krone).

All extrapolations (see Appendix 3) are based on model 2 results that were statistically significant ( $p < 0.05$ ).

<sup>a</sup> The result was extrapolated to the Danish population of employed individuals aged 16-64 years old.

Bottom Line : Investing in  
Mental Well-Being and  
Flourishing reduces costs and  
increases human capital.

**Thank You!**