

# Workforce Wellness Fact Sheet

Employee mental health is one of the most significant and consistently validated predictors of absenteeism, presenteeism, productivity loss, morale decline, and turnover.

Personal or work-related critical incidents can significantly affect the mental health, psychosocial well-being, and productivity of both employees and employers.

## **Key Stressors Affecting Americans in 2025 (American Psychological Association)**

- **Future of the nation** - uncertainty and political tensions around the nation's direction
- **Economy** - financial pressures and broader economic uncertainty
- **Work** - job pressures, instability, and workplace demands
- **Spread of misinformation** - misleading or false information

## **Primary Barriers to Accessing Mental Health or Psychological First Aid Services**

### **Stigma**

Employees often fear being judged as weak, unstable, or unprofessional if they seek mental health support.

### **Fear of Career Impact**

Many employees worry that acknowledging mental health challenges could harm their reputation, limit advancement opportunities, or cause managers to view them as less reliable.

### **Concerns about Confidentiality**

A substantial portion of the workforce distrusts the privacy of employer sponsored counseling programs.

## **Critical Incident Response Services (CIRS)**

- Confidential, reliable, and non-judgmental mental health and critical incident consultations
- Private employee wellness screenings and non-identifiable employer reports that support early detection, timely intervention, and data-informed workforce well-being strategies.
- Supported referrals and coordinated transitions to quality resources that promote ongoing employee well-being

## **BOOK YOUR FREE INITIAL CONSULTATION TODAY**