

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. ([data link](#))

Personal or work-related critical incidents such as sudden death, accidents, violence, and other disruptions, can significantly affect the mental health, psychosocial well-being, and productivity of both employees and employers. ([data link](#))

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

Barriers to Accessing Support

Stigma - Employees often fear being judged as weak, unstable, or unprofessional.

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) - Confident in Crisis. Resilient in Recovery.
CIRS helps organizations and their people prepare for disruption, respond rapidly when challenges arise, and support recovery for employees, leaders, and operations.

Prepare - Identify emerging workforce risks through confidential [wellness screenings](#), consultation, and early detection.

Respond - Provide rapid intervention, crisis consultation, Psychological First Aid, and critical incident guidance.

Recover - Facilitate immediate connection to trusted resources that help employees and leaders restore stability, support recovery, and strengthen organizational resilience.

Savings - Improved Employee Well-Being and Productivity

Regular engagement with health professionals reduces mental-health-related sick leave and accelerates return-to-work, making these interventions both cost-saving and cost-effective. ([data link](#))

Early behavioral-health intervention within days of a workers' compensation claim can reduce claim duration by 60–70%, speeding recovery significantly compared to delayed treatment. ([data link](#))

Investing in employee mental health delivers a four-to-one return on investment (ROI) through increased productivity and reduced lost work time. ([data link](#))

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