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The Business Case for Investing in Mental Health

Employers should provide comprehensive mental health prevention and treatment programs because:

• Adults spend most of their waking hours at work.
• Mental health disorders and stress are common among the U.S. workforce.
• Many people have depression as well as other expensive chronic conditions including obesity, diabetes and heart disease.
• The cost of doing nothing is higher than investing in evidence-based prevention and treatment.
• Several evidence-based and cost-effective employer strategies are available.
• Effective treatments can lower total medical costs, increase productivity, (e.g. reduce presenteeism and absenteeism) and decrease disability costs.
Mental Wellbeing + Heart Health

A Two-Way Relationship

Better mental well-being leads to healthier behaviors, ie:
• Healthier Diet
• No Tobacco Use
• Motivation to Exercise
• Stress Management

Depression is #1 cause of disability globally
1 in 5 people with heart disease struggle with depression
Depression is 3x more common in patients after a heart attack
Post-stroke depression affects 1 in 3 stroke survivors
The COVID-19 Domino Effect

COVID-19 has the potential to drastically change the health and well-being of people living in the U.S. for many years, unless we work together to reduce the impact.

Difficulty getting healthy foods, supplies and prescriptions
 Patients fear getting treatment/calling 911

High stress, unhealthy eating habits and less physical activity from being stuck at home

High unemployment, lack of public transportation, lack of access to healthy foods

POTENTIAL FUTURE PROBLEMS:
Higher blood pressure rates
Increases in obesity
Increases in heart disease, stroke and diabetes
Fewer healthy life years and earlier deaths
**Leaderhip**
Leaders demonstrate visible and proactive actions to build a diverse and inclusive culture that supports a mental health-friendly workplace.

**Policies and Environmental Support**
Develop a broad Mental Health Plan for the organization that can be fully implemented, understood, and available to all employees.

**Communication**
Develop a plan to communicate clearly and often to employees about the organization’s mental health policies, medical benefits, education resources/training.

**Programs and Benefits**
Offer a comprehensive package of medical and behavioral health benefits and programs based on caring for and supporting employees.

**Engagement**
Involve all employees in all aspects of workplace decision-making.

**Community Partnerships**
Use community partnerships to promote the internal and external objectives of the Mental Health Plan.

**Reporting Outcomes**
Collect and analyze a variety of data to identify strengths and opportunities to continually improve the mental health and well-being of employees.

*For more information on each strategy please visit: https://ceoroundtable.heart.org/mentalhealth/introduction/*
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<th>Month</th>
<th>Monthly Topic</th>
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<tr>
<td>January</td>
<td>Gratitude + Mindfulness</td>
<td>• 21 Days of Gratitude Infographic&lt;br&gt;• Loving Kindness Meditation Infographic&lt;br&gt;• Take the Mercy Health ’Be Well’ Challenge</td>
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<td>February</td>
<td>Heart Health Month</td>
<td>• 8 Steps to Prevent Heart Disease + Stroke Infographic&lt;br&gt;• Learn your Heart Score&lt;br&gt;• Register for Mercy Health’s 5K Heart Walk on March 28th!</td>
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<td>March</td>
<td>Food + Mood</td>
<td>• Healthy Diet Infographic&lt;br&gt;• Mindful Eating Infographic&lt;br&gt;• Mood Booster: Track Minutes Exercised with AHA’s Fitness Tracker</td>
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<td>Move More Month</td>
<td>• Recommended Amount of Physical Activity Infographic&lt;br&gt;• At Home Circuit Workout Infographic</td>
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<td>May</td>
<td>Brain Health: Stroke Awareness</td>
<td>• High Blood Pressure + Stroke Risk&lt;br&gt;• Emotional Effects after Stroke Resources&lt;br&gt;• Know the Signs of a Stroke (F.A.S.T)</td>
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<td>June</td>
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<td>• Stop Stress in its Track Infographic&lt;br&gt;• Fight Stress with Healthy Habits</td>
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New AHA Resources for Employee Engagement

Team Captain + Heart Throb Opportunities

Live Fierce Challenge

ACTIVITY TRACKER APP (available Feb 28-Mar 28)
Building Resilience During the Crisis

COVID-19 Playbook For Employees
Building Resilience During the Crisis

• Resiliency is the ability to withstand, recover and grow in the face of stressors and changing demands

• Resilient people can cope better with stress and remain calm, manage their emotions, guard against burnout and remain productive

• Some people are born with resilience, but it is also a skill that can be learned
Resiliency Strategies (I)

• Maintain a **regular schedule** – allow for lunch and breaks in between

• Prioritize **personal hygiene** and limit physical contact with others

• Stay **active** and eat a **healthy diet**

• Get enough **sleep** – try for at least 7 hours a night (some may need more)
• Regular **meditation** – even a few minutes a day – improves mood

• **Maintain your social network** – stay connected with family and friends

• **Journal** or write down a **gratitude list** to stay creative and present

• Get limit social media consumption, but **stay informed** (we recommend CDC and WHO)
Eat Smart

Focus on Five

- **Fruits and vegetables** – add color to your diet and try for 4-5 servings a day

- **Wholegrains** – try for 3 servings a day

- **Fish** – any fish is good for your heart, especially oily fish; try for 2 servings a week

- **Salt** – limit salt at home and select low sodium meals in stores and restaurants

- **Sugar** – reduce or eliminate sugar sweetened beverages; try for no more than 36 oz a week; add more water

Click the icon to access more information!
Fighting Stress

Healthy For Good

- **Slow down and be present** – avoid rushing around to do things
- **Let worry go** – things will go wrong sometimes; give yourself a break
- **Get organized** – managing a to do list will ensure you focus on what is important
- **Stay mentally and creatively active** – learn a new skill or work towards a goal
Sleep Hygiene

Be Well

• **Move it**— no technology in the bedroom

• **Close it**— a dark room is more conducive to getting your zzz’s

• **Set it** – set your alarm clock and try to keep a regular time for waking up

• **Enjoy it**– exposure to sunlight will boost your Vitamin D

Click the icon to access a printable version!
Physical Activity

Release Stress

• **Move More**– Regular physical activity improves mood and helps release stress

• **Sleep More**– Exercise is not only one of the best ways to keep your body healthy, it also helps improve quality of sleep

• **Healthy Body=Healthy Mind**– Studies show that higher fitness levels are linked to better attention, learning, working memory and problem solving

• **Recommendations for Adults**– Get at least 150 minutes per week of moderate-intensity aerobic activity or 75 minutes per week of vigorous aerobic activity