

# Millions of people in the US are affected by mental health issues each year.

With one in five adults experiencing these challenges, between 2019 and 2020 alone, it's important to understand the physical, social, and financial impact on individuals and the workplace.<sup>1</sup>

That's why Guardian partners with Spring Health to bring personalized mental wellness benefits to all employees and their families.

From in-person and virtual therapy to mental health assessments, mindfulness exercises, and life coaching, these services are clinically proven to drive improved outcomes, reduce absenteeism, and increase productivity.<sup>2</sup>



## Real results

**Frequent proactive outreach drives improved outcomes.**


By assigning the right care early in the process, the Spring Health experience results in:



For every \$1 invested in mental health, there is a return of investment of \$4 from improved health and ability to work.<sup>7</sup>

## Immediate access

**Convenient single "front door" to mental well-being matches members with the right providers and/or exercises and tools to quickly receive the support they need.**

	Spring Health 	Traditional solutions
Average days to first appointment	<2	>48 <sup>8</sup>
Appointment availability	100% real-time	Limited or no online scheduling

# Personalized, precise care

A personalized care plan, dedicated point of contact, and diverse network of providers ensures members receive the right resources throughout their care journey.



## Spring Health

**Proprietary assessment** uses machine-learning technology to screen for 12 conditions.

Members receive the results of their assessment and a **personalized care plan**.

Every member has unlimited access to a Care Navigator - a master's level clinician whom they lean on as an advocate throughout their entire journey.



## Traditional solutions

Many individuals with mental health issues initially received an incorrect diagnosis.<sup>9</sup>

Average 5% utilization<sup>10</sup>

Spring Health has 3x more diversity than the average network.<sup>11, 12</sup>

**45%**

of providers identify as Black, Indigenous, or People of Color

**28%**

of providers specialize in LGBTQIA+ issues

**15**

unique racial and ethnic backgrounds

**48**

languages spoken fluently

**25+**

unique treatment modalities

These mental wellness benefits are offered to all employees, regardless of where they are on their mental health journey. Benefits include access to a number of valuable tools and resources, including:

*Moments:* A proprietary library of on-demand exercises that help members take a moment for self-guided care no matter their location.

*Coaching:* Goal-oriented support for those motivated to make a change, find purpose, and develop greater adaptability and accountability.

*Wellsprings:* Thoughtful group conversations designed to cultivate curiosity, connection, and support around various mental health stressors.

**Access to providers, level of personalization, and resulting quality of care** are key differentiators from any other mental health provider in the market today.

**To learn more about our mental wellness benefits, contact your Guardian sales consultant or client manager.**

**The Guardian Life Insurance  
Company of America**  
guardianlife.com

New York, NY  
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- <sup>1</sup> Mental Health America (MHA), 2022, <https://mhanational.org/issues/state-mental-health-america>
- <sup>2</sup> Spring Health proprietary research based on results from use of the Spring Health platform, May 2021
- <sup>3</sup> "After treatment, 69.3% of participants showed reliable improvement for depression and 68.7% showed improvement for anxiety." Bondar J, Babich Morrow C, Gueorguieva R, et al. Clinical and Financial Outcomes Associated With a Workplace Mental Health Program Before and During the COVID-19 Pandemic. JAMA Netw Open. 2022;5(6):e2216349. doi:10.1001/jamanetworkopen.2022.16349; 5/13,7/13.
- <sup>4</sup> Log-days in treatment were associated with fewer missed days (incidence rate ratio = 0.94; 95% CI, 0.93-0.95), corresponding to total posttreatment outcomes of missing 0.32 fewer days per week. Missing 0.32 fewer days per week translates to 25% fewer missed work days. Bondar J, Babich Morrow C, Gueorguieva R, et al. Clinical and Financial Outcomes Associated With a Workplace Mental Health Program Before and During the COVID-19 Pandemic. JAMA Netw Open. 2022;5(6):e2216349. doi:10.1001/jamanetworkopen.2022.16349; 7/13.
- <sup>5</sup> Log-days in treatment were associated with fewer unproductive days (incidence rate ratio = 0.94; 95% CI, 0.92-0.95), corresponding to total posttreatment outcomes of being unproductive for 0.64 fewer days per week. An extra 0.64 days/wk translates to 24% increase in productivity. Bondar J, Babich Morrow C, Gueorguieva R, et al. Clinical and Financial Outcomes Associated With a Workplace Mental Health Program Before and During the COVID-19 Pandemic. JAMA Netw Open. 2022;5(6):e2216349. doi:10.1001/jamanetworkopen.2022.16349; 7/13.
- <sup>6</sup> In the non-Spring group, the risk of turnover was 7%. In the Spring group, the risk of turnover was 4%. This translates to a risk difference of 7% - 4% = 3%, or a risk ratio of (7% - 4%) / 7% = 43%. Bondar J, Babich Morrow C, Gueorguieva R, et al. Clinical and Financial Outcomes Associated With a Workplace Mental Health Program Before and During the COVID-19 Pandemic, Supplemental Online Content, eResults 3, Results of Employee Retention Analysis; 3. JAMA Netw Open. 2022;5(6):e2216349. doi:10.1001/jamanetworkopen.2022.16349.
- <sup>7</sup> New Mental Health Cost Calculator Shows Why Investing in Mental Health is Good for Business, National Safety Council, 2021, <https://www.nsc.org/newsroom/new-mental-health-costcalculator-demonstrates-why>
- <sup>8</sup> Certified Community Behavioral Health Clinic Impact Report. National Council for Mental Wellbeing. May 2021. [https://www.thenationalcouncil.org/wp-content/uploads/2021/05/052421\\_CCBHC\\_ImpactReport\\_2021.pdf?daf=375ateTbd56](https://www.thenationalcouncil.org/wp-content/uploads/2021/05/052421_CCBHC_ImpactReport_2021.pdf?daf=375ateTbd56)
- <sup>9</sup> Hillside Atlanta, 2019, <https://hside.org/impact-of-mental-health-misdiagnosis/>
- <sup>10</sup> Gallup, 2020, <https://www.gallup.com/workplace/320297/invest-employees-wellbeingafford-not.aspx>
- <sup>11</sup> Spring Health provider network proprietary data, 2022
- <sup>12</sup> American Psychological Association, 2020, <https://www.apa.org/workforce/data-tools/demographics>

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