

Bears Be Well

TAKE CHARGE OF YOUR HEALTH



Mental Health and Recovery

The wellness topics for the month of November are Mental Health Awareness and Recovery. Balancing the demand of life can be stressful. Make sure you are taking care of your mental health! Check with our Employee Assistance Program (EAP) for information on their services. They can help identify healthcare, financial, and legal professionals to assist during a challenging situation. Here are a few of the areas they can support:

- Professional
- Financial
- Legal
- Emotional Health
- Marital or family issues
- Substance abuse issues
- Other personal issues

Do you have a loved one that is impacted by **Substance Abuse**? Get support, understanding and strategies by attending the **Loved Ones Group** at **The Counseling Center, Inc.** The group meets each **Tuesday at 6pm at 816 4th St.** (Day One building) Or, call 740-354-6685 for more information

MENTAL HEALTH AWARENESS

Boost Your Mental Health

Page 2

Podcast- [Focusing on Your Mental Health- Interview with Lindner Center of Hope](#)

Mental Health DataByte

Page 3-6

Podcast- [The Importance of Mental Health](#)

Resiliency

Page 7

Podcast- [What does it mean to be resilient?](#)

Managing Anxiety

Page 8

Video- [Reducing Your Stress](#)

Impact Solutions-Employee Assistance Program Resources

Page 10

RECOVERY

Local 12-Step Resources

[Alcoholics Anonymous-Ohio/Portsmouth](#)

[Find Recovery.com Ohio/Portsmouth](#)

NOVEMBER CLINIC EVENTS:

Low Cost Blood Profile

Cost :\$25

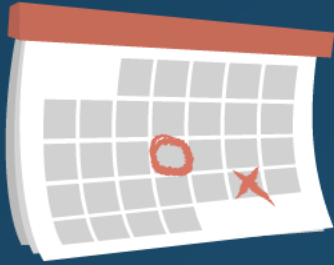
Location: KDMC Drive Thru Labs

Click here to see attached flyer for dates and locations.

Boost Your Mental Well-being by Saying Goodbye to Stress

If you're feeling stressed at work, you're among the 80 percent of Americans who feel the same way. Stress affects your mental health, but it can show itself in other ways too. Back pain, poor focus and headaches can all be symptoms of stress.

While it may not be possible to eliminate all of the stressors in your life, there are plenty of ways to reduce feeling overworked while on the job. Recognizing the signs of stress is the first step to improving your health. When you're feeling the pressure, try these strategies:



Plan and prioritize your most important responsibilities.

Limit interruptions so you don't have to refocus each time you're distracted. Some ways to limit distractions include using a do-not-disturb function on your phone or blocking off time in your calendar to finish a project.



Take breaks to keep your stress under control.

Take time off from work to clear your mind.

Talk to your manager if your stress is overwhelming you. They'll be able to help you rebalance your workload if necessary.

Ask about our employee assistance program (EAP). If you're going through chronic stress and don't know what to do, our EAP can help you get on the right track.



Listen to relaxing music to help you calm down.



Mental Health Matters

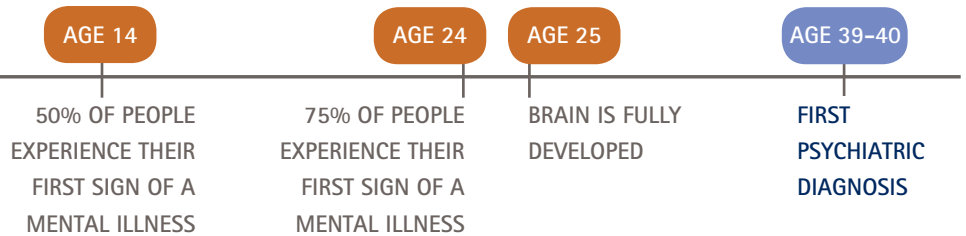
**DID YOU KNOW MENTAL ILLNESS
AFFECTS ONE IN FIVE ADULTS?**

THE IMPACT OF MENTAL HEALTH

Below are highlights from a recent HORANalytics® analysis on how psychiatric claims impact an employer health plan. A psychiatric claim is defined as any diagnosis, treatment and prevention of mental, emotional and behavioral disorders. This includes varying degrees of anxiety disorders, major depression, bipolar disorder, eating disorders and post-traumatic stress disorder among others. An investment in mental health can lead to a more productive workforce.

A TYPICAL PATH TOWARD DIAGNOSIS

On average, a person experiences their first sign of a mental disorder at age 14. However, our data shows that most psychiatric claims begin at age 39-40 resulting in 25-26 years of untreated mental illness.



WHAT IS THE DIFFERENCE IN CLAIMS COST (PER MEMBER PER YEAR) FOR A MEMBER WHO HAD A PSYCHIATRIC CLAIM?



Amounting to a 133% difference in annual claims (\$5,780 per member per year).

HOW MUCH DO PSYCHIATRIC PRESCRIPTIONS COST?



Cost per prescription is 28% less than all other drugs. However, the volume of prescriptions for individuals with a psychiatric claim is 183% more than individuals without a claim.


WHAT IS THE DIFFERENCE IN INPATIENT ADMISSIONS FOR PSYCHIATRIC CLAIMS?

There are 80% more overall inpatient admissions (inclusive of physical and behavioral health) for members with psychiatric claims than members without psychiatric claims.



Do you know how psychiatric claims are impacting your health plan?

Call 800.544.8306 to schedule a deep dive into your data with HORANalytics®.

THIS WAS BROUGHT TO YOU BY
DATA BYTSM
 HORANalytics®

At HORAN, our mission is to help employers provide a better quality of life for employees and their families. This mission drives our investment in the HORAN Financial Analyst think tank. The think tank is fueled by the team's ability to analyze claims data to guide clients, drive action and impact cost. We call this HORANalytics®.

According to the National Alliance on Mental Illness, mental illness is the nation's #1 public health problem. It affects 2.5 times more Americans than cancer, heart disease and diabetes combined, and costs Americans \$193 billion per year. **For every employer dollar spent on mental health there is an additional \$37 lost as a result of decreased productivity, absenteeism and presenteeism.**

HORANalytics® found that individuals with a psychiatric claim cost their employers 133% more than individuals without a mental illness claim. In fact, while cost per prescription is actually 28% less expensive than all other drugs, the volume of prescriptions for individuals with a psychiatric claim is 183% more than individuals without a claim. This volume can be attributed to the other illnesses and chronic conditions that are impacted by mental health.

To underscore these findings, HORAN interviewed Paul Crosby (right), M.D., Chief Medical Officer at the Lindner Center of HOPE. Dr. Crosby provides psychiatric consultation to children, adolescents, young adults and their families. He spends part of his clinical time treating patients referred from around the country and internationally for comprehensive diagnostic assessment and treatment of their often complex and highly comorbid symptoms. He works to reduce stigma as well as to raise awareness of mental health illness and its tendency to undermine achievement and success in many facets of life, including learning, work, relationships and health.



HORAN supports the efforts to reduce the stigma around mental illness and increase support for those affected.

Q: BASED ON THE INFORMATION WE HAVE SHARED FROM OUR BOOK OF BUSINESS, HOW DOES THIS DATA COMPARE TO WHAT YOU SEE IN YOUR WORK REGIONALLY AND NATIONALLY?

PC **PAUL CROSBY (PC):** This data certainly reflects what we see. We know that individuals with a mental health diagnosis will be more likely to have comorbidities or somatic illnesses. The longer it takes to bring the mental health diagnosis under control, the longer it takes to effectively treat the other illnesses. It makes sense to me that you are seeing higher usage of services for individuals with a psychiatric diagnosis than those without.

The only aspect that differs slightly is the average age which is a little higher than what we typically see. Most major mental illnesses are present by the time you are in your 20s, but the average time from symptom emergence to diagnosis is about a decade. People experience symptoms for about 10 years before they get diagnosed. The earlier an individual seeks treatment can result in better outcomes for them and potentially reduce cost for employers.

Q: WHAT ARE THE TOP BARRIERS AS TO WHY INDIVIDUALS ARE NOT MANAGING THEIR MENTAL HEALTH?

PC Access to care is a huge barrier. There are not enough providers and many outpatient providers are not in-network which leads to potentially higher out-of-pocket costs and sometimes a significant wait for treatment. Many individuals are being treated by their primary care physician and those offices are not set up to meet the best practice standards for treating mental illness. Another barrier is reimbursement. The cost of providing care has increased over the past several decades but the reimbursement has remained stagnant, so it may not make sense for outpatient treatment centers to carry certain insurance providers. Of course, the stigma of mental illness still exists. We need to start normalizing and being more proactive with the discussion of mental health. Even healthiest employer awards do not have a mention of what employers are doing around mental health. It always needs to be in the discussion.

Q: IS THERE ANY REASON WHY AN INDIVIDUAL WOULD SEEK CARE OUT OF STATE INSTEAD OF UTILIZING LOCAL RESOURCES?

PC Yes, it gets back to the lack of access locally for treatment. Many counties in the country don't have a psychiatrist at all, so you may have no choice but to travel. On top of that, the places that provide full comprehensive state of the art care are few and far between. Some people choose to travel great distances just as they may choose to travel to the Mayo Clinic for a cancer diagnosis.

Q: WHAT ARE THE TOP MENTAL HEALTH CONDITIONS THAT YOU TREAT?

PC Anxiety is the most commonly diagnosed mental illness because it encompasses a wide range of diagnoses. We see generalized anxiety disorder, panic disorder, obsessive compulsive disorder, post-traumatic stress disorders, social anxiety and other specified phobias. Major depression is very common and is the highest contributor to loss of productivity and inefficiency in the workplace.

Q: WHAT RECOMMENDATIONS DO YOU HAVE FOR EMPLOYERS TO SUPPORT AND ENCOURAGE EMPLOYEES NAVIGATING A MENTAL ILLNESS?

PC Ideally, employers could fully cover, to the extent that they can, mental health services for their employees. It looks like a lot of cost upfront, but the indirect cost that you are not seeing is hitting your company in other ways. The forward seeing organizations have started to recognize this and sometimes that means doing so outside of the insurance benefits they are offering. Employers also need to offer organizational support for individuals working on the management of their mental health illness and those with family members going through something similar. It is important for employers to incorporate mental health as a component of their overall employee wellness program.

Mental Health Services & Support

HOW TO HELP YOUR EMPLOYEES

Below are services you can offer employees to help support and encourage mental wellbeing.



DUST OFF YOUR EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAPs are there to provide support when it is needed most. Providing an EAP is a great first step in helping connect your employees to mental health support services. EAPs can assist your employees with personal and/or work-related problems that may impact their job performance, health, mental and emotional wellbeing. Ensure your employees are aware of the EAP you provide and how to access.



PROVIDE ACCESS POINTS TO CARE

Are your employees familiar with how to receive support for mental illness? Are they aware of the services that are available to them? Share the following link with your employees to make it easy for them to find a list of locations they can utilize when seeking help:

bit.ly/HORAN_MentalHealthSupport.



CONSIDER GENETIC TESTING AS A BENEFIT

Genetic testing is a type of medical analysis that uses your DNA to determine the best method of treatment based on your unique genetic code. Genetic testing can be used to quickly connect patients to the right medication, leading to fewer hospitalizations and improved employee health. Consider this unique benefit as a way to help your employees have a more complete picture of their health.



CONNECT WITH THE NATIONAL ALLIANCE ON MENTAL ILLNESS AND 1N5

Visit the National Alliance on Mental Illness (www.nami.org) or 1N5 (www.1n5.org) to learn more about mental health, find support for your employees and their family members and get involved in breaking the stigma surrounding mental illnesses.

For more information about how you can support your employees' mental wellbeing, contact a HORAN representative at 800.544.8306.

ARE YOU RESILIENT?

Resiliency is the capacity to recover quickly from difficulties; toughness. In our interview with Shari Goldsmith, LISW, president of Workplace Resilience, she helps us unpack key strategies to become more resilient during these turbulent times.

One of the most important findings was research done by Dr. Salvatore Maddi, which identifies the **3 C's** that resilient people exhibit.



THE PODCAST THAT BREAKS DOWN THE TRUTHS & MISCONCEPTIONS ABOUT ALL THINGS BENEFITS

THE 3 C'S

1

CHALLENGE

This means seeing problems or stressors as challenges and opportunities. Individuals with this trait accept change as part of life and don't expect life to be easy.

- Solution-oriented
- Problem solver
- Mobilize resources to find a way

2

CONTROL

This means not seeing oneself as a helpless victim who is at the mercy of stressors. It involves having an internal focus of control, in other words, feeling that you can influence the course of your life and take actions that will improve your chances of achieving your goals. Individuals with this trait are generally optimistic and hopeful and feel a sense of personal power.

- Set intentions
- Focus on what you can control
- Take it one day at a time

3

COMMITMENT

Commitment involves having a sense of purpose and meaning in life. Persons with this trait do not just survive, going through life with little direction, instead they thrive.

- Search for a sense of purpose
- Remain steadfast and persevere
- Self-compassion

Visit www.horanassoc.com/tunein to learn more about the podcast

Anxiety

Know when it's an emotion, and when it's an issue

Chances are, you've experienced anxiety at some point in your life. This feeling of worry or nervousness can strike when we're faced with a major challenge. But for some, anxiety is actually a nervous disorder, one that includes compulsive behavior and feelings of panic.

Symptoms of anxiety

- Feeling nervous, restless or tense
- Having a sense of impending danger, panic or doom
- Increased heart rate
- Breathing rapidly (hyperventilation)
- Sweating
- Trembling
- Feeling weak or tired
- Trouble concentrating or thinking about anything other than the present worry
- Trouble sleeping
- Digestive problems
- Difficulty controlling worry
- Having the urge to avoid things that trigger anxiety

When is anxiety an issue?

Anxiety is a cause for greater concern when it:

- Interferes with your daily activities
- Is out of proportion based on the situation
- Lasts a long time

People with anxiety disorders often have intense, excessive and persistent worry and fear about everyday situations. Sudden feelings of intense anxiety and terror can reach a peak within minutes, resulting in panic attacks.

When to see a doctor

Talk to your doctor if you experience any of the following:

- You're concerned that you're worrying so much that it's interfering with work, your relationships or other parts of your life.
- Your fear, worry or anxiety is difficult to control.
- Along with anxiety, you feel depressed, have trouble with alcohol or drug use, or have other mental health concerns.
- You think your anxiety could be linked to a physical health problem.

Panic attacks and panic disorder — when to call a doctor

When faced with a situation that is threatening or dangerous, it is normal to experience anxiety. But when a sense of panic comes out of the blue for no apparent reason, it could be a sign of panic disorder.

Call your doctor right away if:

- Attacks of intense fear or anxiety seem to come on without a reason.
- You have a panic attack or worry that you will have another one, and that your worrying will interfere with your ability to do your daily activities.
- You have occasional physical symptoms (such as shortness of breath and chest pain) — but you're not sure what is causing them.



Seek emergency treatment immediately if you have suicidal thoughts or behaviors

Remember, your worries might not simply go away on their own. They are a real issue, and they may even get worse over time if you don't get help. So if you're experiencing anxiety, see your doctor or a mental health provider for the help you need to get relief.

Sources:
WebMD: Panic Attacks and Panic Disorder — When To Call a Doctor (accessed January 2016): webmd.com/anxiety-panic/tc/panic-attacks-and-panic-disorder-when-to-call-a-doctor.
Mayo Clinic website: Anxiety (accessed January 2016): mayoclinic.org/diseases-conditions/anxiety/symptoms-causes/dxc-20168124.

Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. In Connecticut: Anthem Health Plans, Inc. In Indiana: Anthem Insurance Companies, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc., dba HMO Nevada. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. In Ohio: Community Insurance Company. In Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield of Virginia, and its service area is all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI), which underwrites or administers the PPO and indemnity policies; CompCare Health Services Insurance Corporation (CompCare), which underwrites or administers the HMO policies; and CompCare and BCBSWI collectively, which underwrite or administer the POS policies. Independent licensees of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.



Overview

A program available to you and your family offering access to confidential, professional support, 24 hours a day, 365 days a year. All IMPACT counselors are qualified masters/doctoral level professionals.

Program Features



Live, Immediate Assistance

Call toll-free, 24/7: **800-227-6007**

- **Unlimited** phone consultation with a licensed mental health professional



Face to Face Counseling Services

- **3** complimentary face-to-face counseling sessions per person, per occurrence



Legal Assistance

- 30 minute complimentary appointment
- General advice and guidance
- Discounts for most on-going legal services
- 24 hour emergency services; access to legal providers after-hours/weekends in the case of being arrested/jailed



Identity Theft Prevention and Recovery

- Complimentary phone consultation with a Fraud Resolution Specialist™ regarding:
 - » Reducing your risk of ID theft and/or
 - » Tools to independently resolve your issue if you have been the victim of ID Theft



Financial Services

- Complimentary consultation with financial counselors and educators



Comprehensive Work/Life Website

Mobile friendly, self service information on everyday living issues and concerns via:

- Articles, tip sheets and other resources
- Webinars
- Workplace leadership tools
- Referral Locators including child, elder and pet care
- Self-assessments and surveys
- Savings Center with discounts on name brand items
- Legal documents such as advanced directives and property agreements
- Financial calculators
- Free ID monitoring through the Financial Center



Telephonic Coaching Services

- Elder/Adult/Caregiver Support
- Nutrition
- Mindfulness

IMPACT SOLUTIONS EMPLOYEE ASSISTANCE & WORK/LIFE PROGRAM

Accessing the IMPACT Solutions Website

1. Go to www.MyImpactSolution.com
2. Click “Go to member login” on the top right hand corner



3. Enter your username:
Username: shawneestate
3. Click **SIGN IN**

Frequently Asked Questions

What happens when I call IMPACT for assistance?

Regardless of when you call (day or night), you will speak with a mental health professional who can provide you with the support and guidance to navigate your present situation. Authorizations for counseling and other resource referrals are coordinated by our Triage Counselors during normal business hours (Monday through Friday). They will identify a network provider that is suited to meet your needs, answer any questions you may have about the counseling process, and follow up to make sure your needs have been met and you do not need any further assistance.

Please note: EAP counseling services are intended for brief counseling interventions. Certain professional treatment services, such as medical care, psychiatric service, long-term counseling/psychotherapy or testing are not included in the EAP offerings. In the event that such services are needed, refer to your health care plan for an explanation of covered services.

Will my employer know when I use the program?

All services are confidential and governed by federal and state laws. Information will not be shared without your consent or as mandated by law. Using the program will not affect your job security or advancement and all organizational policies and procedures remain in effect.

Who pays for the program?

The IMPACT Employee Assistance & Work/Life Program is available to you **free of charge**, courtesy of your employer.

Who is eligible for the program?

All employees, household members, dependents in and away from home, and parents/parents-in-law are eligible to use any of the IMPACT services.

Summer/Fall 2021 Low-Cost Blood Profile SCREENING SCHEDULE

King's Daughters is pleased to be your partner in helping you achieve better health by offering low-cost blood testing for \$25, including a comprehensive metabolic panel, complete blood count, lipid panel, and thyroid stimulating hormone. Optional A1C testing is \$5. Fasting is required. Lab results will be mailed to participants' homes and available in MyChart in one to two days. Cash, checks and credit cards are accepted. Insurance cannot be billed.

Every Thursday

King's Daughters Bellefonte Center

1000 Ashland Drive, Suite 302, Russell, Ky.

Thursdays through December 16 (excluding November 25)

Every Friday

King's Daughters Center for Advanced Imaging

2225 Central Ave., Ashland, Ky.

Fridays through December 17 (excluding November 26)

Every Saturday

King's Daughters Drive-Thru Lab CREDIT CARDS ONLY

2406 Carter Ave., Ashland, Ky.

Saturdays through December 18

**2nd Friday
every other month**

King's Daughters Family Care Center Grayson

100 Bellefonte Road, Grayson, Ky.

July 9 • September 10 • November 12

**4th Wednesday
every other month**

King's Daughters Medical Specialties Prestonsburg

1279 Old Abbott Mountain Road, Prestonsburg, Ky.

July 28 • September 22 • November 17 (3rd Wednesday due to Thanksgiving)

4th Thursday

King's Daughters Family Care Center Ironton

912 Park Ave., Ironton, Ohio

June 24 • July 22 • August 26 • September 23 • October 28

**2nd Friday
every other month**

King's Daughters Family Care Center Wheelersburg

8750 Ohio River Road, Wheelersburg, Ohio

July 9 • September 10 • November 12

**3rd Monday
every other month**

King's Daughters Medical Specialties Kinneys Lane

1729 Kinneys Lane, Portsmouth, Ohio

June 21 • August 16 • October 18

**3rd Friday
every other month**

King's Daughters Ohio

2001 Scioto Trail, Portsmouth, Ohio

July 16 • September 17 • November 19

**3rd Friday
every other month**

King's Daughters Medical Specialties Jackson

14395 State Route 93, Jackson, Ohio

July 16 • September 17 • November 19

*Drive-thru
credit card only.*

All screenings take place from 8 to 10 a.m.

Schedule is subject to change without notice. For the most up-to-date schedule, please visit our events calendar at KingsDaughtersHealth.com or our Facebook page.

**KING'S
DAUGHTERS**

Portsmouth Drive-Thru Center

Convenient lab
testing without
leaving your car!

NO APPOINTMENT NECESSARY

Located on Spring Lane next to
King's Daughters Ohio. We welcome
all patients, regardless of where
they receive their care!

Mon. - Fri.: 8 a.m. to 4:30 p.m.
Sat.: 8 a.m. to 2 p.m.

COVID testing is also available by
appointment only. To schedule, call
(740) 991-COVID (2683).

**KING'S
DAUGHTERS**

