

POPULATION HEALTH &
WELL-BEING

May Is Mental Health Awareness Month

Dr. Joel Axler, MD,
National Behavioral Health Leader



May is Mental Health Awareness Month, a time to emphasize the importance of mental well-being and destigmatize conversations around mental health. This presents a unique opportunity for employers to cultivate a workplace environment that supports employee mental health. Prioritizing workforce mental health is not just a moral imperative but also a strategic investment in the well-being and productivity of your team.

Mental Health: The Employee Experience



Half (**52%**) of employees reported feeling burned out in the past year because of their job, and 37% reported feeling so overwhelmed it made it hard to do their job.¹



The American Psychological Association reports that work-related stress can lead to a **wide range of health problems**, including risk of heart disease, obesity and depression.²



US businesses lose more than **\$300 billion** annually in absenteeism, turnover, diminished productivity and medical, legal and insurance costs related to mental health or substance use issues.³



A significant majority (**92%**) of workers stated that it is very (57%) or somewhat (35%) important to them to work for an organization that values their emotional and psychological well-being.⁴

¹NAMI | National Alliance on Mental Illness - nami.org

²American Psychological Association - apa.org

³American Institute of Stress: Workplace Stress - stress.org

⁴American Psychological Association - apa.org

Prioritizing Mental Health in the Workplace

These facts are a sobering reminder of the toll poor mental health takes on U.S. workers and their employers. The good news is that employers can play an important role in raising mental health awareness, reducing stigma and creating supportive work environments. Potential steps include the following:

- Understand the importance of mental health
- Promote open dialogue
- Evaluate current mental health benefits (e.g., programs available, utilization rates) and identify opportunities for improvement
- Launch mental health awareness and anti-stigma campaigns
- Offer mental health training and education across all levels of the organization
- Demonstrate leadership support and commitment
- Celebrate success stories
- Collect employee feedback to understand their needs and priorities (e.g., surveys, focus groups, employee resource groups)
- Explore ways to provide employees with flexibility and control over their work
- Promote free, confidential mental health screenings such as [Mental Health America's online screening tool](#)

Download **Mental Health America's Workplace Mental Health Toolkit** for more tips, tools and resources.

[CLICK TO LEARN MORE](#)

How We Can Help

The Brown & Brown Population Health & Well-Being consulting team works with employers to help increase employee engagement, reduce medical costs and increase productivity. Our experienced consultants provide customized solutions to address mental health and substance use issues, focused primarily on four key areas:

- 1 Mental and Behavioral Health Strategy
- 2 Educational Communications
- 3 Training, Webinars and Thought Leadership
- 4 Vendor Selection and Management

Because we recognize that mental health is a leading business issue for employers, our team created the **Mental Health Solution Toolkit*** to help employers support the mental health needs of employees and their families.

The toolkit is designed to help employers:

- **Quantify the impact** of behavioral health conditions on the organization (medical and Rx spend, prevalence rates, absenteeism)
- **Build a business case for action** and a strategic roadmap for addressing your organization's mental health needs
- **Address stigma and increase organizational awareness** of mental health symptoms and resources
- **Improve access** to low/no-cost resources for employees and their families

*The Mental Health Solution Toolkit and our Population Health & Well-Being consulting services are designed for employers with 200 or more employees.

Learn More

Connect with your local Brown & Brown representative or [click here](#) to learn more about our population health and well-being capabilities, including our **Mental Health Solution Toolkit** for employers.

Register Today!

Please join us on **Tuesday, May 6, 2025, from 12-1 pm ET** for a mental health-focused webinar titled Grit. No Quit: 4 Keys to Building Mental Toughness and Unlocking the Endurance Mindset. Special guests include Brown & Brown President & CEO Powell Brown and Aaron Hunnel, MS, Founder of Comprehensive Health & Wellness.



JOIN US ON

**Tuesday,
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12-1 PM ET**

[REGISTER NOW →](#)



How Brown & Brown Can Help

Connect with our Brown & Brown team to learn about our knowledge in your industry, how we build our risk mitigation strategies and how we can aid your business in building a cost-saving program.



Find Your Solution at [BBrown.com](https://www.BBrown.com)

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