



Health Risk Assessments:

We have developed a **Health Risk Assessment** for screening of anxiety and depression. The Health Risk Assessment (HRA) will be administered by Stress Management professionals either on-site or through a dedicated online form. Completed HRA's will be scored by the Stress Management professionals.

The HRA focuses on the symptoms that are most commonly associated with anxiety and depression. Initial completion of the HRA will be used to provide baseline data for Stress Management and your wellness team. Additional administrations of the HRA will be scheduled on an annual basis. This will provide the your wellness team with ongoing information that can be used to guide future programming and will allow Stress Management and you wellness team to make adjustments to the program that will continuously improve its quality.

It is expected that an average sample population will report significant symptoms of anxiety and depression in 20 – 25% of individuals completing the assessment at the outset of the program. A higher proportion will report symptoms that are distressing to them but will not reach significance. This group of distressed employees will also benefit from participating in training that will reduce distress and provide skills that will help to prevent escalation of symptoms.

Employees will be encouraged to participate in preventive activities, based partially on the HRA results. At no time will the preventive activities be substituted for clinical treatment for a diagnosable mental disorder (this HRA is not a diagnostic instrument). Those individuals who score highest on symptoms associated with anxiety will be urged to attend resilience training. Those who are at significant risk for depression will be recommended to the optimism training. Individuals who have previously been treated for either anxiety or depression will be advised to participate in mindfulness training.

The results of the survey and our recommendations can be communicated to employees who have completed our survey. Secure



The Healthy Thinking Initiative

A program for the prevention of depression

communication of the results will need to be determined by a Stress Management professional in consultation with your wellness team.

All of these offerings (mindfulness, optimism, and resilience) will be open to any employee who chooses to participate. Our recommendations are only advisory. Group aggregate totals will be shared with your wellness team, but no individual data will be shared with the team, due to privacy concerns. Our programs are HIPAA compliant.