



Measuring Results:

Stress Management and your wellness team will track the results of this program to ascertain the financial and business benefits of efforts to prevent anxiety and depression. Targets for measurement will be mutually agreed upon but may include:

- Improvement on Health Risk Assessment scores
- Lessening of costs associated with the utilization of mental health services
- Lessening of costs associated with the utilization of medical services
- Impact on turnover
- Impact on work performance
- Impact on illness absences
- Impact on disability
- Impact on recruiting

The measurements may be gauged in relationship to the rates of participation by employees and the expected time for improvement from this intervention based on the best available research model for health promotion. Stress Management is confident that these services will prove to be cost effective for you.

We believe that the demonstration of cost effectiveness will be strongly influenced by the numbers of participating employees. We will be willing to work with your wellness team to promote participation to achieve these minimum levels of participation.

Research suggests that the results of the first year are likely to show trends that indicate a reduction in anxiety and depression in the workplace with significant cost savings becoming noticeable by the end of the second year, and additional cost savings accruing through three years of prevention efforts.