

Creating a Work Culture for Mental Fitness

Presented by **Rhonda Jones**,
MESSA health promotion consultant

Fall 2021
Virtual Worksite
Wellness Conference



What you will learn today



- » Troubling trends in mental health
 - » MESSA Wellness resources
 - » Planning resources for worksite wellness program
 - » Wellness activities and programs you can offer throughout the year
 - » How MESSA's programs and people can help you attain your health goals
-

Anxiety increasing



- » From January to September 2020, 315,220 people took an anxiety screener: **increase of 93%**
 - » In September 2020, more than **8 in 10 people** scored moderate to severe symptoms.
 - » The number of people with moderate to severe symptoms of depression and anxiety continues to rise and **remains higher than rates prior to COVID-19.**
-

Depression increasing



- » 534,784 people took a depression screener in 2020, a **62% increase**.
 - » More than **8 in 10 people** have consistently had symptoms of moderate to severe depression since the beginning of the pandemic in March 2020.
-

Insights: Loneliness and isolation



- » People at risk for mental health conditions are **struggling most with loneliness and isolation**, with 70% identifying feelings of loneliness or isolation.
 - » Rates of anxiety, depression and suicidal ideation are increasing for all races and ethnicities.
 - » Black or African Americans have the highest average percent change for anxiety and depression.
 - » Native Americans or American Indians have the highest average percent change for suicidal ideation.
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SURVEY RESOURCES

Health Risk
Assessment

Health Interest
Survey

Wellness
Report Card



Health Risk Assessment

- » Helps members understand their current health and identify risks
- » Provides a report to help wellness committees develop customized plans

MESSA Wellness
mindfulness • movement • nutrition
messa.org

What's your risk?
Learn more about your risk for heart disease, certain cancers and depression with the free MediKeeper app.

MESSA has partnered with MediKeeper to give our members a helpful tool for assessing their health and identifying risks for certain cancers, diabetes, heart disease, osteoporosis, depression and other illnesses.

Users fill out a detailed questionnaire, which is used to generate a personal health profile, including their lifetime risk for up to 16 major diseases and conditions.

MediKeeper also gives users individual feedback, suggestions to lower their risks and a personal wellness plan. Users can share the reports with their doctor to address any concerns. To protect your privacy, your personal data is not accessible by MESSA, your employer or any other third party.

The MediKeeper health risk assessment is accessible on a smartphone, tablet or computer. To access the tool, members should log into their online MyMESSA account at messa.org.

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Pp. 01690-500

MESSA

Health Interest Survey

- » Helps wellness committees identify their groups' interests
- » Questions can be customized to the unique needs of any group

MESSA Wellness Print Reset messa.org

Health Interest Survey
Please complete this survey to help us customize health and wellness information for your group.

How do you prefer to receive health information? Please check all that apply.

- Information mailed to my home
- Newsletters
- Posters and pamphlets
- Newspapers and magazines
- Electronic communications
- Worksite wellness presentations
- Discussion with physician or other health care provider
- Other: _____

If these opportunities for health education were made available for you at your workplace, please check all that you would consider participating in.

- 15-minute webinars offered during the workday
- In-person health presentations by MESSA offered during the workday
- 15- to 30-minute webinars offered in the evening
- YouTube video clips
- In-person health presentations by MESSA offered in the evening
- Online scavenger hunt on a specific health topic
- Health activities and challenges with co-workers (example: walking challenge)
- I prefer written materials

Please indicate your level of interest in the following wellness activities.

	Little or no interest	Some interest	Very interested
Learning more about healthy food choices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning about portion control to help manage my weight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning about reading food labels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning new ways of increasing my physical activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning more about the health benefits of physical activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing my physical activity level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10- to 15-minute activities that I can do a few times per day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participating in team activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning about ways to cope with stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning about quitting smoking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning about the most effective use of my MESSA health plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participating with a group to learn more about health and wellness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your feedback is appreciated. Thank you for your time.


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MESSA

Wellness Report Card

- » Snapshot of a group's usage of health screenings, preventive care services and engagement in MESSA's chronic disease management programs
- » Helps wellness committees plan meaningful programs that target the most prevalent health risks

WELLNESS REPORT CARD: 000 EXAMPLE SCHOOL DISTRICT
 Current: Oct 2019 – Sep 2020 (Incurred); Previous: Oct 2018 – Sep 2019 (Incurred); Paid Through: Dec 2020



Preventive Compliance:

	000 EXAMPLE SCHOOL DISTRICT	MESSA BOB
Annual Preventive Exam (all covered lives) within last 12 mo	48.46%	49.39%
Pap Test (Women >= 20 yrs old) within last 24 mo	44.08%	46.06%
Mammogram (Women between 45-54 yrs old) within last 12 mo	44.88%	48.47%
Mammogram (Women 55+ yrs old) within last 24 mo	74.07%	72.08%
Covered lives > 18 yrs old with Prediabetes in the last 12 mo	4.74%	4.35%

Preventive Office Visit Compliance:

	000 EXAMPLE SCHOOL DISTRICT	MESSA BOB	US NORM
Ages 0-18 years	90.61%	91.69%	86.02%
Ages 19-44 years	49.45%	48.91%	40.49%
Ages 45-64 years	79.90%	71.54%	56.24%
Ages 65+	89.60%	73.77%	60.44%

Utilization:

	000 EXAMPLE SCHOOL DISTRICT			MESSA BOB			US NORM
	Current	Previous	% Change	Current	Previous	% Change	
Office Visits per 1,000	5,230.51	6,788.58	-22.95%	4,642.99	5,653.16	-17.87%	4,435.30
Allowed per Office Visit	\$120.18	\$120.89	-0.59%	\$117.96	\$118.39	-0.37%	\$120.76
Urgent Care Visits per 1,000	74.97	177.60	-57.79%	135.44	174.48	-22.38%	154.87
Allowed per Urgent Care Visit	\$114.85	\$122.37	-6.15%	\$102.25	\$106.50	-3.99%	\$145.47
ER Visits per 1,000	202.64	207.10	-2.16%	182.39	214.53	-14.98%	221.19
Allowed per ER Visit	\$1,268.09	\$1,357.07	-6.56%	\$1,462.73	\$1,382.53	5.80%	\$2,077.86

Chronic Conditions Prevalence:

	Claimants Per 1000					
	000 EXAMPLE SCHOOL DISTRICT			MESSA BOB		
	Current	Previous	% Change	Current	Previous	% Change
Asthma	28	32	-9.69%	31	32	-3.44%
Coronary Artery Disease	19	17	7.44%	10	11	-6.79%
Diabetes	52	52	-1.50%	39	39	-0.04%
Hypertension	85	86	-1.00%	69	71	-3.58%
Back Disorders and Injuries	118	136	-13.41%	117	129	-9.34%

PLANNING RESOURCES

Worksite
Wellness Toolkit

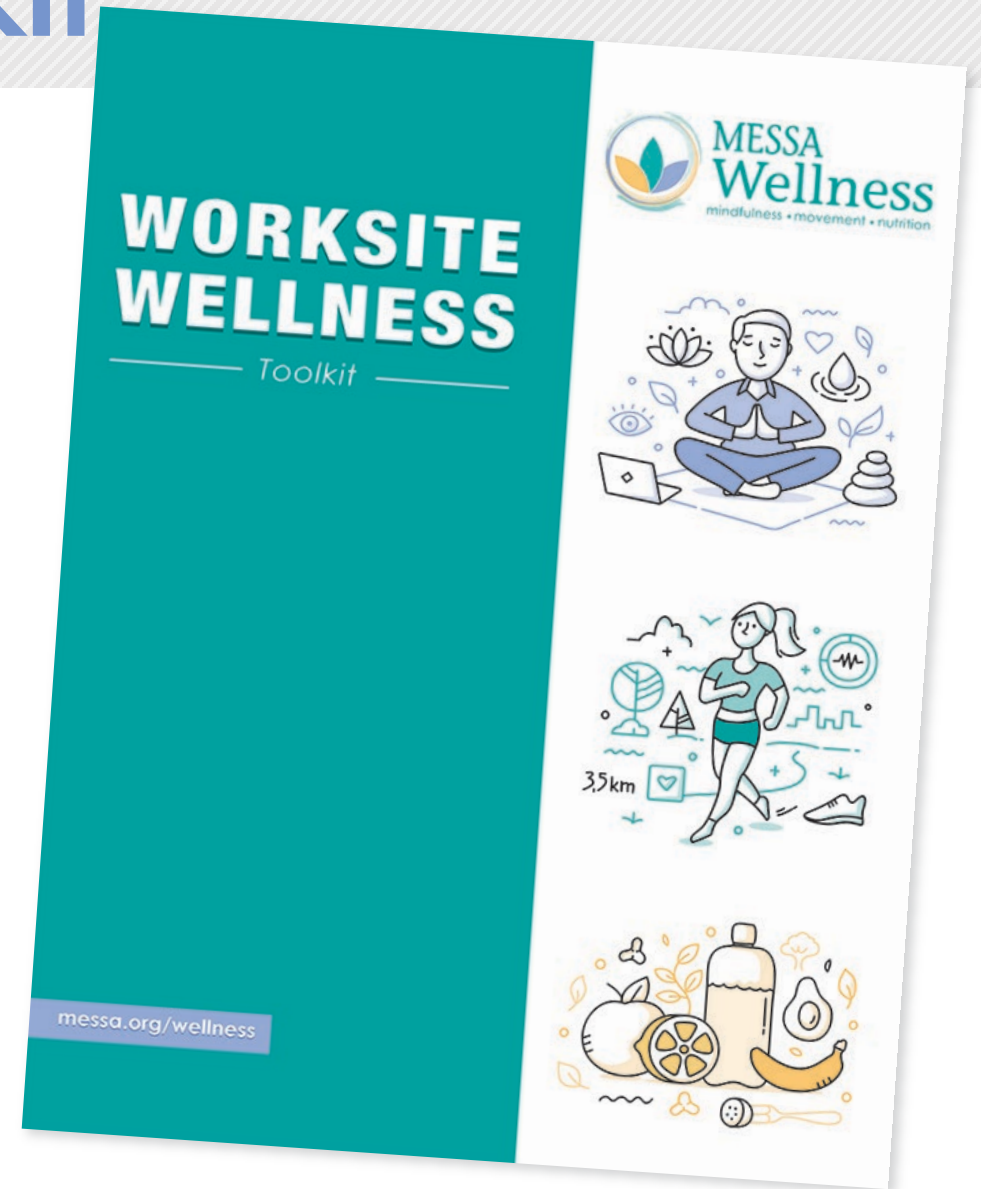
Wellness activity
calendar

Campaign
templates



Worksite Wellness Toolkit

- » Resources for your wellness committee
- » Download it at messa.org/wellness



Wellness activity calendar

- » Plan and track monthly wellness activities and challenges

The image shows a digital form titled "Monthly Activity Calendar" from MESSA Wellness. At the top right, there are buttons for "Print", "Reset", and "Save", along with the URL "messa.org/wellness". The form is divided into five sections, one for each month from January to May. Each month's section has a header bar with the month name and "Wellness Committee activities", followed by several horizontal lines for notes. The months are color-coded: January (teal), February (blue), March (orange), April (teal), and May (blue). At the bottom right of the form, there is a "Continue" button with a right-pointing arrow.

MESSA Wellness
messa.org/wellness

Print **Reset** **Save**

Monthly Activity Calendar

The three keys to worksite wellness are mindfulness, movement and nutrition. Your Wellness Committee has planned wellness activities for the year, with the goal of creating a culture of wellness in our workplace. We hope you enjoy them!

January	Wellness Committee activities

February	Wellness Committee activities

March	Wellness Committee activities

April	Wellness Committee activities

May	Wellness Committee activities

Continue ►

Health and wellness campaign templates

- » Health maintenance exams and screenings
- » Chronic disease management
- » Self care and mental wellness
 - Mindfulness
 - Movement
 - Nutrition



WELLNESS PLAN

Mindfulness



Movement



Nutrition



Wellness plan: Mindfulness

- » Mindful Monday email messages
- » Gratitude/appreciation activities before meetings or displayed on a break room wall
- » 30-day resiliency challenge
- » Virtual mindfulness meditation sessions



Wellness plan: Movement

- » Walking or step challenge
- » Pushup challenge
- » Plank challenge
- » Group exercise during lunch or after work, virtual or safely distanced
- » Create a fitness directory for your area that includes virtual options
- » Offer on-demand fitness options



Wellness plan: Nutrition

- » 21-day mindful eating challenge
- » 30-day healthy eating challenge: more vegetables and fruits; fewer processed foods
- » Salad jar lunches
- » Recipe exchanges
- » Newsletters with healthy recipes



Other virtual wellness activities

- » Online lunch gathering
- » Charades
- » Desk clean-up challenge
- » Offer on-demand fitness options
- » Create a health tips forum



MESSA RESOURCES

MESSA experts

MESSA programs

MESSA tools



MESSA resources

» Health promotion consultant



MESSA resources

» Field representatives



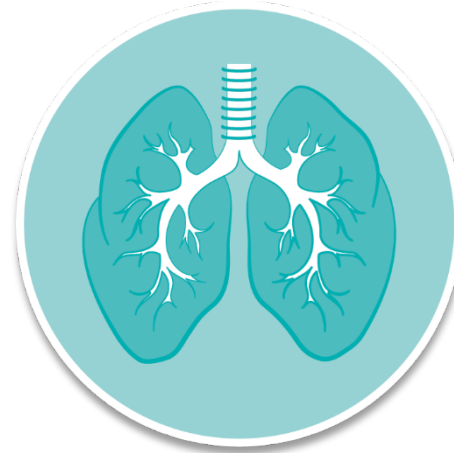
MESSA resources

- » Member Services
 - Member Service Center
 - Online chat for members and dependents



MESSA resources

- » Case management programs
 - Asthma
 - Cardiovascular
 - Diabetes
 - Medical



MESSA resources

- » Blue Cross Online Visits
 - Medical and mental health visits using the Blue Cross Online Visits app or website are free through Dec. 31, 2021



messa.org

Free in 2021: Blue Cross Online Visits

MESSA is fully covering virtual visits through the Blue Cross Online Visits app and Blue Cross Online Visits website through Dec. 31, 2021, at no cost to members and covered dependents.

Visit a doctor or therapist on your smartphone or computer

You and your covered family members can see and talk to:

- A doctor for minor illness such as a cold, flu or sore throat.
- A behavioral health clinician or psychiatrist to work through mental health challenges such as anxiety or depression.

Learn more and get started at messa.org/onlinevisits.

Any virtual appointment that does not take place via the Blue Cross Online Visits app or website, even if it is with an in-network provider, is subject to deductible, copayment or coinsurance.

Rev. 02/24/21 Pl. 0021 - 1704



MESSA resources

- » MyStressTools
 - New resource for MESSA members
 - Provides customized mental health support
 - Sign on through your MyMESSA member account

messa.org

MyStressTools

Mental health and wellness resources for MESSA members

MyStressTools is a suite of stress management and wellness resources that help manage stress and anxiety. It provides podcasts, videos, webinars and informational articles on topics such as resilience, wellness coaching, stress tracking, meditation, mindfulness exercises, and more — and it's all free for MESSA members.

MyStressTools uses a "Stress Profiler" to identify your personal sources of stress and anxiety and tailor the content to your needs.

Mental wellness is an essential part of overall health. High levels of stress and anxiety can lead to long-term health complications and chronic illness. MESSA is here to support your overall health by providing resources to help alleviate stress and anxiety.

myStressTools

Get started:

- 1 Log in to your MyMESSA member account at messa.org.
- 2 Select "Wellness Resources" in the left menu.
- 3 Select "MyStressTools" to launch the MyStressTools site.
- 4 Begin your journey by taking the Stress Profiler quiz.

Learn more at messa.org/MyStressTools.

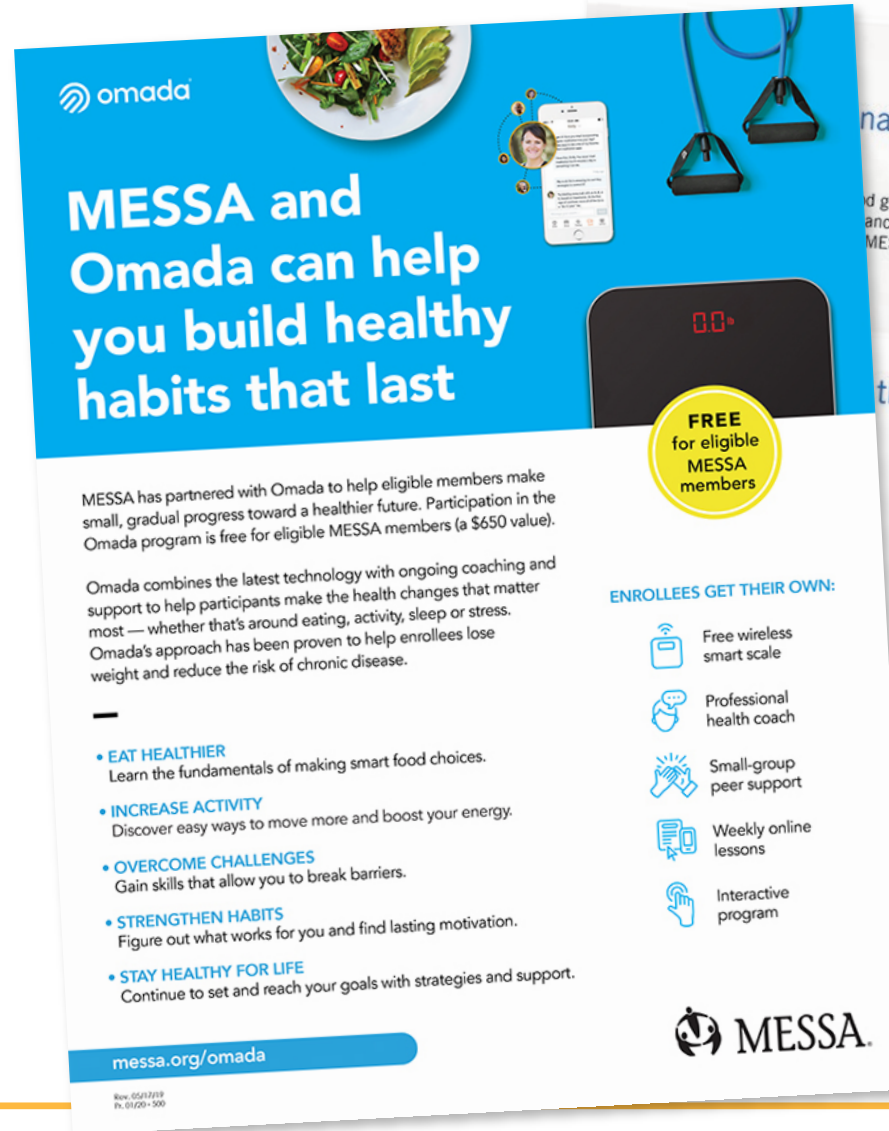
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MESSA

MESSA resources

» Omada

» Livongo



omada

MESSA and Omada can help you build healthy habits that last

FREE for eligible MESSA members

MESSA has partnered with Omada to help eligible members make small, gradual progress toward a healthier future. Participation in the Omada program is free for eligible MESSA members (a \$650 value).

Omada combines the latest technology with ongoing coaching and support to help participants make the health changes that matter most — whether that's around eating, activity, sleep or stress. Omada's approach has been proven to help enrollees lose weight and reduce the risk of chronic disease.

- **EAT HEALTHIER**
Learn the fundamentals of making smart food choices.
- **INCREASE ACTIVITY**
Discover easy ways to move more and boost your energy.
- **OVERCOME CHALLENGES**
Gain skills that allow you to break barriers.
- **STRENGTHEN HABITS**
Figure out what works for you and find lasting motivation.
- **STAY HEALTHY FOR LIFE**
Continue to set and reach your goals with strategies and support.

messa.org/omada

MESSA

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Ph. 01/20-300



MESSA

Livongo

management,

and glucose meter, lancets as you MESSA.



the meter and on the house.

- Real-time support when you're out of range
- Strip reordering, right from your meter
- Send a health summary report directly from your meter
- Automatic uploads mean no more paper logbooks

Unlimited strips. Unlimited lancets. It's all free for you.

messa.org/register or call (800) 945-4355
Registration code: MESSA

Members and their dependents who have diabetes. For questions about your MESSA coverage, call the

MESSA resources

- » Ovia
 - Fertility
 - Pregnancy
 - Parenting

oviahealth | MESSA

maternity and family support at your fingertips

Ovia Health has partnered with MESSA to provide maternity and family benefits that support you through your entire parenthood journey. Here's how to download Ovia and launch your account:

- 1 Download the app that's right for you
 - Ovia Fertility Health & Fertility
 - Ovia Pregnancy Pregnancy & Postpartum
 - Ovia Parenting Family & Working Parents
- 2 When signing up, choose "I have OviaHealth as a benefit" and enter MESSA as your health plan before tapping "Sign up"
- 3 Already have an Ovia app on your phone?
 1. Open your app and tap "Health."
 2. Tap "Update my healthcare information" and enter MESSA as your health plan.

Download on the App Store | GET IT ON Google play

MESSA resources

- » Online tools
 - messa.org
 - MyMESSA portal
 - facebook.com/MESSAOnline
 - twitter.com/MESSAOnline
 - instagram.com/MESSAhealth
 - youtube.com/MESSAhealth



Coming soon



MESSA[®]

Wellness Pros 

» Monthly Zoom meetings

» Chat about worksite wellness and share ideas

» Opportunity for you to meet with MESSA Health Promotion Consultant **Rhonda Jones**



Questions?

Rhonda Jones
MESSA health promotion consultant
healthy@messa.org