

# UTAH EMPLOYEE

## Mental Health

### TOOL KIT

Explore this guide to determine where to begin and at which level of care you're interested in. Then refer back to these resources often as situations change. Work with your mental health professional to design a program that works for you. The following activities and levels are only suggestions.

**A** Never been exposed to mental health professionals or activities

**B** Familiar with mental health activities, but have little to no exposure

**C** Know the basics, some exposure, but would like to be better informed

**D** Significant knowledge about caring for your mental health

#### level A activities



Explore the mental wellness page on [Gateway.utah.gov](http://Gateway.utah.gov)

Learn about managing stress, dealing with change and more in DHRM Off-the-Shelf webinars "[Thrive Through Change](#)" & "[Mental Wellness in Trying Times](#)" found on [youtube.com/@dhrmtraining](https://youtube.com/@dhrmtraining) (search titles)

Check out [PEHP.org's](http://PEHP.org's) [Wellness](#) page and participate in some of their "Choose Your Path to Wellness" activities

Stress is normal, but how do we manage it? Check [youtube.com/@BlomquistHale](https://youtube.com/@BlomquistHale) and search "stress" for some helpful videos! Or explore their entire library of pre-recorded webinars.



Learn more about the state's free Life Assistance Counseling from [BlomquistHale.com](http://BlomquistHale.com) and schedule an initial confidential session virtually or in person

#### level B activities

Schedule a 1:1 therapy, psychiatry, & medication appointment with [brightside.com/PEHP](http://brightside.com/PEHP)

Share the complimentary webinars on [youtube.com/blomquisthale](https://youtube.com/blomquisthale) with others who may need some guidance

Make time to exercise. Even a 10 minute walk can temper stress levels

#### level C activities



For specialized care other than Blomquist Hale provides, visit [PEHP.org](http://PEHP.org) to obtain a list of providers your medical plan will cover (no referral required)

Schedule follow-up Life Assistance Counseling visits with [BlomquistHale.com](http://BlomquistHale.com)

Use your 4 hours of Mental Wellness Administrative Leave! More information can be found on [Gateway.utah.gov](http://Gateway.utah.gov)

Check with your agency leadership about participating in a service project.

[First responders](#) have access to specially trained professionals who can assist them BEFORE burnout takes place from Blomquist Hale/PEHP



Attend one or more of [PEHP.org's](http://PEHP.org's) or [BlomquistHale.com's](http://BlomquistHale.com's) prerecorded or live virtual seminars

During the seminars/webinars, pay close attention for additional recommended resources and educational materials the experts make available

Work with agency leadership to organize an educational "lunch and learn" for your team or agency (if funding is available)

Be flexible with yourself! The A-D levels are not an exhaustive list. Nor are these recommendations necessarily in order. One day you'll find level A or B resources to be the most helpful. The next day or week you may be more interested in level C or D - skipping around within the levels is a great way to stay mentally well.

#### level D activities



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# Mental Health Matters!

## What's the Word?

In 2022, DHRM conducted an employee benefits survey. When asked what the highest source of stress was in their life, the two highest ranked answers among employees were

- ▶ 57% of employees selected "Burnout or exhaustion"
- ▶ 52% of employees selected "Personal Mental Health/Wellness"

## We Hear You!

At the state of Utah, we know the importance of mental health and back that up with our leave offerings and mental health resources for employees.

Governor Cox issued an Executive Order that gives state employees 4 hours of mental health leave each fiscal year. In addition, it allows agency management to approve the use of sick leave for mental health care.

In FY24, Executive Branch employees worked 36.5 million hours! Out of 80,560 mental wellness hours available to employees, only 12,476 (15%) were accounted for.

## We Support You!

As a state of Utah Employee, you have several mental health resources at your fingertips. EVERY state employee has access to at least two of these resources at NO COST!

- ▶ 51% of employees say they would use a free, confidential, independent mental health support resource if it was a benefit offered by their employer.

\*Data taken from the 2024 NAMI Workplace Mental Health Poll

## Free Resources Available to All State Employees

**BLOMQUISTHALE.COM** - Offers solution-focused counseling for work or personal problems. Virtual and in person counseling is available 24 hours a day, 7 days a week and is always 100% confidential.

**SAFEUT.ORG** - Championed by Senator Daniel Thatcher & Representative Steven Eliason, SafeUT provides a way to connect to licensed counselors that are ready to listen to any sized crisis or concern. Support is immediate and confidential, and as easy as reaching for your phone and sending that first message.

## Resources Available to Benefited State Employees

**PEHP.ORG** - Provides coverage for a full range of services for mental health, including counseling, targeted medication, intensive day treatment, and inpatient services with the same cost sharing as other covered services in your network.

**BRIGHTSIDE.COM/PEHP** - Brightside Health is available virtually to employees and their dependents who are currently enrolled on a PEHP medical plan. Once your online assessment form is submitted, a professional will contact you within 48 hrs (or sooner if it is urgent).



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