

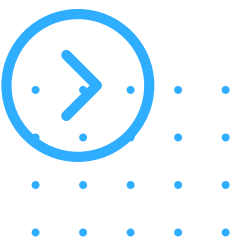
NEXTpert Highlight

Dan Conti, PhD

Insights on

EW55

HealthNEXT Emotional
Well-Being Assessment



What is the Emotional Well-Being Assessment (EW55), and how it can benefit employees and organizations?

“The ‘EWB 55’ is a measurement of documented evidence of an employer’s progress in responding to and reinforcing the emotional well-being of their employees and a systematic guide for improvement. As with all HealthNEXT products and procedures, it serves the ultimate goal of building an employer’s culture of health and wellness with an expected saving in medical plan trend.”



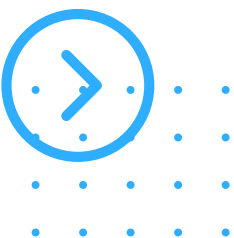


How does HealthNEXT approach emotional well-being, and what are some of the key strategies or initiatives that you use to promote it?

“HealthNEXT understands and pursues total health and well-being – the fact that biological, psychological, and social causes and outcomes (in their widest sense) are integral to thriving.

While ensuring that equitable, quality treatment for those suffering debilitation is an essential component of employer-sponsored healthcare, it is far from the only one, and it’s not the prime factor for reducing costs connected to health.

Employers who promote and support wellness with equity for their workforce will not only decrease treatment costs but also increase their productivity and sustainability.”



What are some of the biggest challenges or barriers to achieving emotional well-being, and how can organizations overcome them?

“I’d say that the two biggest challenges to employers in building a culture of emotional health and well-being are a fear of the unknown and a reticence to assume leadership responsibility. As for the unknown, there is a confusing multitude of new products and platforms in the healthcare market right now.”



“Given some of the traditions and mysteries around behavioral healthcare, knowing what to purchase and how to integrate and navigate these programs is understandable. As for leadership resolve in promoting emotional well-being, employers might take a cue from the US Military – effective military leaders care about and support the health and resilience of their troops. They must if they wish to be successful in their mission.”





How does the Emotional Well-Being Assessment work, and what kind of insights or data does it provide to organizations?

“The 'EWB 55' operates by evaluating an employer's existing initiatives aimed at fostering a culture of emotional health and well-being, and drawing parallels with a benchmark organization in this domain. This comprehensive assessment considers the continuum of practices and interventions implemented by the employer. Its value lies not only in providing a snapshot of the organization's current standing compared to the benchmark but also in offering employers a path to improvement, recommending specific steps in a sequenced manner to ensure sustained progress and success.”



How can organizations use the results of the EW55 to improve employee well-being and productivity?

“There is evidence that the emotional well-being of a workforce affects an employer’s bottom line in regard to productivity, disability costs, engagement, retention, and healthcare costs.

Additionally, younger employees now entering the workforce have made it clear that employers who support a culture of well-being are far more attractive than those who do not.

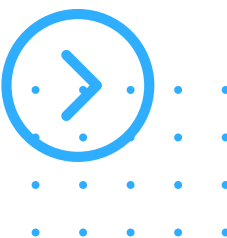
Completing the ‘EWB 55’ provides an employer with an organized picture of where they stand relative to benchmark status in building a culture of emotional health and well-being and, importantly, a sequenced guide of where to go next.”





What advice do you have for organizations looking to promote emotional well-being in the workplace, and how can HealthNEXT help them achieve their goals?

“First, know where you’re at along this journey. Second, have a plan that leads to the desired goal. It’s not simply the provision of a buffet of programs and activities, but rather the organized linkage of leadership, strategy, benefits, communication, marketing, and vendor management that leads to a cohesive, effective culture of emotional health and well-being. HealthNEXT’s ‘EWB 55’ provides your current location as well as route guidance to the goal.”



Please share some of the key responsibilities during your tenure as Managing Director of the Global Employee Assistance & WorkLife Program of JP Morgan



Managing an integrated, global behavioral health and well-being program that included on-site behavioral health clinicians at most of the company's 28 on-site wellness clinics



Providing consultation to HR and management regarding behavioral health issues in the workplace including disability management, critical traumatic incidents, behavioral healthcare benefits, and wellness programming



How has this work prepared and motivated you to help other employers?

“What I believe had the biggest impact on building a culture of emotional health and well-being: Designing coursework for management training regarding the manager’s role and responsibility in improving the resilience of their reports.

This experience demonstrated how an employer genuinely integrates and reinforces emotional well-being into their culture and resultant success and sustainability.”

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