Steve 0:17

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Steve 1:02

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Steve 2:14

Welcome to the At Work in America show. My name is Steve Boese. It's great to be here today. I want to say hello and shout out to Trish Steed, a little bit under the weather today, so she couldn't make it with us today, but we are thinking about her and hope she's doing well. I am very excited, though, today to welcome to the show Dr Nick Taylor. He's a clinical psychologist and the CEO of Unmind, and if you're not familiar with Unmind, you really should be. They're one of the most innovative, interesting and kind of game changing companies. I don't think it's even fair to say, like it's too limiting to say in the HR tech space, because I think that's not really a fair description of what Unmind does. And Nick can tell us a little bit more about it, but Unmind is a really innovative company doing incredible work with mental health in the workplace. So Nick, welcome to the show. It's great to see you again. And how are you?

Nick Taylor 3:06

Steve, Well, thank you so much for having me. I'm very well. Thank you. I'm in Napa, where, which I think is one of the most beautiful parts of the world. I've been speaking about AI and mental health to a lot of the HR community, and just feeling energized, actually, to be in such a beautiful place and to be talking about such interesting things so and thank you for having me on.

Steve 3:26

Yeah, it's great to see you again. Yeah, I was thinking about as I was welcoming you to the show, saying, I don't really want to call this an HR tech company, because when we say HR tech, it's like, oh, I think we think about, oh, payroll and benefit. You know, in some of those I don't know, just transactional things which are important. And don't get me wrong, I love like our supporters who do that stuff, but this is a bigger picture conversation, I think, in a really important one as well. And maybe just Nick for the folks who are tuning in and maybe not familiar with Unmind, give us, you know, whatever, 60-90, seconds, as long as you want a little bit of the backstory of Unmind, maybe a little bit of your story too, because I'm familiar with it, but it's quite an interetsing story as well.

Nick Taylor 4:06

Yeah, thank you. And I love that hearing you talk about like it's not really just HR tech, because, of course, this topic is so critical, the topic of mental health, the World Health Organization talks about mental health as a basic human right, and it's really critical that organizations are really protecting the human rights of their employees, who are obviously the absolute heartbeat of their organizations. So my background, I'm a clinical psychologist. Prior to founding Unmind, I was leading health teams in the UK National Health Service as a frontline clinician, and I became really frustrated with the fact that I was meeting people too late when they were seeking care, and it was making my job harder, and it was meaning that the people seeking care were not getting better sooner. And I became really fascinated by, well, what would it mean, what would it take to get to a preventative place with mental health and to be able to do early intervention really well. So I stepped back from that role and and stepped back from my teaching roles at universities, and I I started Unmind with my co founder, Steve Peralta, and we were really deeply passionate about creating an organization that focused on prevention and early intervention in mental health care, really helping to rebrand, to break the stigma around the topic. There was human led, but used digital tools to scale that was very scientific and data driven, and finally, only focused in on the workplaces, because organizations have both a huge problem to solve, which is mental illness is the leading cause of absenteeism, presenteeism and staff turnover, but also an enormous opportunity, which is that when our people are well, our business will thrive. So it's a kind of, really a double a double edged opportunity that was about eight years ago, now. We're headquartered in London. We have offices in New York and Sydney, and we work with some of the most incredible global organizations, helping them to transform their approach to mental health and providing their employees with tools to get timely access to mental health care, and also helping turn the topic of mental health into more of a performance topic, and educating leaders to understand it in that way as well. So it's been, it's been really exciting seeing the transformation in this space, but I think there's a lot more we can be doing, and I'm looking forward to speaking with you about it today.

Steve 6:20

Yeah, thank you, Nick for that reset, and I appreciate that. And I recall when first time we met was probably seven or eight years ago, when you guys came onto the scene. And I remember that what was distinctive to me at the time was the focus on prevention and early intervention. I guess, Nick, I'll ask, is it not dissimilar then, to, you know, some of the physical conditions we're all familiar with, whether it's hypertension, cancer, other things that we always hear about, oh, catch it early. Catch it early, and you can have a much better chance of recovery. Right with those things we're much more familiar with. Is it similar with anxiety, stress, burnout, other mental health conditions? Early intervention is really key to helping people sort of stay well or get well?

Nick Taylor 7:01

It's true of all healthcare, okay? Firstly, prevention, yeah, the right care at the right time is critical to the right outcomes, and there's no better time than early. So it really is a case of working on things as soon as they show up. It's really important as well that we distinguish the topics here, because there's mental health, which is something we all have all of the time. You know, from the moment we're born to the moment we die, we have mental health. And everybody, every human that's ever lived, has had mental health for their whole life. And it's actually a really beautiful thing. It's our ability to make decisions, form relationships, contribute to our community, and feel all the emotions we feel. And then there's mental illness, which is what happens when our mental health goes wrong. And most mental illnesses, there's the odd exception, but the vast majority, you don't go to bed on Monday night and wake up with no symptoms of depression, and then wake up on Tuesday morning with clinical depression. It happens over time. You pick up symptoms, and eventually it gets to the stage where it could be diagnosed as a mental illness, and that between that kind of moment when it starts to occurring, to when it becomes a clinical issue, there's a huge opportunity to intervene them, because that can prevent the problem from getting worse. Yeah.

Steve 8:15

And the key there, thank you, Nick. And the key there is, I think, for folks, is to be more aware of it, to understand that it might be happening. And as we have talked about for a lot of years in this space, understanding the options that are available to you as an employee, both as an organization as well, to have start, start those interventions when when they're needed. And we've talked for a long time in the mental health in the workplace space, about two things, really, we'll talk about, I think, before we get into some of the, some of the real interesting things that are happening around the technology as well. What is stigma, right? And I feel like we've been talking about that for a long time, and I'm sad to I read some of the stats in the in the Unmind "2025 Workplace Mental Health Trends Report," which I will put a link to in the show notes, which is a really interesting read for folks who are trying to get their arms around this topic in 2025 but like the stigma around, hey, there's still what? Maybe it's half. It's still a pretty good percentage of folks who don't really feel prepared, capable, open enough in their organization to even start having conversations there. And I'm saddened a little bit that that we're still talking about that, and I'd love for your thoughts on that side of it before we start talking about some of the tools.

Nick Taylor 9:36

I mean, it's a great topic, right? And if there was a magic wand, it would be removing stigma around this topic. Let's just take a step back and think about when we when we talk about mental health, and then we talk about mental illness, and we talk about people getting the right care at the right time. Well, what does that actually, in practice, mean? And if you, if you were to take there's various organizations have reported on this to varying degrees, but you. I thought McKinsey did a good job in 2023 when they showed that 1% of a workplace population is going to need intervention for severe mental illnesses. 24% are going to need support for moderate presentations of anxiety and depression, for example, and a whopping 75% of the population needs to be focusing on promotion of well being and that kind of more preventative position. So, so when we're talking about breaking the stigma, it's really important to think about the language we use when we're engaging that 75% and 24% and 1% right? Let's step out of mental health for a moment and try and take some learnings from other areas of healthcare. You know, let's think about dentistry for a moment. You know, when you're in dentistry, it's probably the best example of preventative healthcare in any area of healthcare, and the majority of us are focused on prevention. Most of the time we're waking up in the morning, we're brushing our teeth, flossing, we're going to bed. We're doing the same thing, right? It's prevention. Have you ever bought a dental product with a picture of bad teeth?

Steve 11:04

Yeah, I'm thinking, No, right? They're usually like, boom, these glowing white, teeth.

Nick Taylor 11:11

They show beautiful white teeth. You think about sunscreen, right? When you put sunscreen on, when you go on vacation, the picture of the for the product is a picture of somebody on a beach having a great time. Yeah, it's not a picture of somebody with skin cancer, right? So the point I'm making here is like, we're saying prevention is better than cure, and that 75% of the population needs to be promoting that. We need to be we need to promote their well being. Then we need to speak to that group in a more aspirational, energetic way, because that's what we do. In prevention, we sell dentistry with perfect teeth. We sell sunscreen with great holidays or vacations. And in mental health, the opportunity is amazing. Mental is a beautiful topic, so we need to be reminding people about the opportunity. And this is just basic as basic marketing, but it's also basic psychology. You know, the approach avoidance theory. Human beings, like all animals, avoid things that scare them and are drawn to things which excite them. So for too long now, in the topic of mental health, we've been saying the right things around prevention, early intervention, but we've been delivering it with the wrong message, which is we talk too much about the negative problem space to the majority of well people, and that perpetuates stigma. What we need to be doing is unleashing the topic of mental health, away from being just about problems, which is how most people understand it, towards understanding it as a performance topic, which is that if we work on our mental health, we can have a more fulfilling life. We can reach our potential. We can have better relationships. You know, all of these positive things that draw us in, and it actually helps to ease the conversation into normality. And by doing that, what happens is that we start being able to speak more openly when problems do start occurring, because it's more normalized in the discourse of our society.

Steve 13:00

Yeah. Nick, thank you. I think that's that's a great way to to discuss the topic, because right if we're looking I was thinking about, there's some really interesting data in the report about EAP programs here which, which are very common, popular, but I always made a joke around every single marketing piece I ever saw for an EAP in my entire life had a picture on it. And for folks who are listening only in the video, I'm like, it's a person bent over at their desk, clutching their temples, like with the furrowed brows right? It's that photo right of the person just, oh, I'm struggling here while I'm trying to, you know, work on this spreadsheet or whatever they're doing, right?

Nick Taylor 13:38

And it's often in black and white. Yeah, as a clinician, I've never met anyone in black and white, so I don't know what point we thought that was a good representation, but you're absolutely right. But even even the the name Employee Assistance Program, yeah, fails to address the topic properly. Yeah? Like, it's just not we mental health just got to brand itself in a smarter way. And it's not just a branding view. This is, if you went and went and read the definition of mental health in the World Health Organization, it's, it's an incredibly cool topic, and it's a privilege to have mental health, and we need to tell that story more.

Steve 14:15

Yeah. And I think one of the things that will change, or is changing. We see some of this in the in the "2025 Workplace Mental Health Trends Report," is it's going to be driven by some of the younger generations, right? And being certainly more open to, probably being more open to discussing anything really, quite frankly, just do the nature of the culture that they've grown up in and how it's changed so much, but also just willing to talk about these topics more openly, talk about them at their employer, evaluate an employer based on their perceived or real support for employee mental health. So I think some of that is changing, because I think, you know, I'm certainly old enough to know when I went and entered the work force, the professional workforce, I never would have thought it would. Is okay for me to approach my manager or even a colleague and discuss anything around my mental health if I were having a problem. But I think that that's starting to change, and it's probably led by the younger folks.

Nick Taylor 15:11

Oh, for sure. I'm really inspired by the younger workforce coming into the workplace, and I think that that generation has actually had to deal with a lot more exposure to potentially psychologically damaging things taking place at a much younger age, growing up during COVID and the pandemic, or be it social media or online life and or coming into the world of work when there's been many years now of uncertainty and all the economic challenges, being young, growing up kind of present. So that generation has actually helped us as a world talk more openly about mental health, and not always perfectly right. I think that there's also a risk that some of the clinical language has been normalized into descriptions of everyday life with mental health, and that's not so helpful. But the general trend that generation, I think, is is more enlightened than some of the older generations, and their expectations around what the workforce delivers to them is also greater, right? So that you know, in one of the things in the report was saying that 88% of 18 to 24 year olds say workplace therapy or coaching is really important to them, in comparison to only 66% who are 55 to 64% which, by the way, is also a good percentage, right?

Steve 16:31

Especially in this country, if you can get two thirds of people to agree on anything, that's quite remarkable.

Nick Taylor 16:38

That's a good outcome.

Steve 16:40

One of the things that we wanted to talk about some is it is part of our obligation here in 2025 when we're talking about the workplace, is to talk a little bit about AI. And the report that we've talked about a couple of times really dives into how AI is impacting, influencing, and may even change substantially the delivery of coaching, support and really mental health services and resources to employees. And the potential is amazing. Certainly, since it's AI, there's some things we've got to look out for, and some some maybe guardrails we have to talk about, but maybe let's before we get into that Nick maybe what you found is through the survey, work that you that Unmind did, and as well as now what you're working on at Unmind with AI, I love for you to give us a little bit of your thoughts around how AI is going to manifest here in the mental health space, particularly around coaching therapies and how employers are going to be able to deliver services.

Nick Taylor 17:40

I think the first thing is, there isn't a space in the world that isn't going to be transformed with AI, right? And healthcare is no different. I've never met anyone who said this, these words, there's definitely enough clinicians and practitioners to meet the healthcare needs of the world, right, right, right? Those, words, those words have never been put together. The reality is, there's a chronic shortage globally of adequately qualified people to deliver timely care to people in need. Around the topic of mental health, be that in more reactive worlds or early intervention or more preventative. And actually, we can't train enough people to be really good, so we're forced into this compromise where you can only ever have two of these things, three, these three things, scale, quality and affordability. And actually, what AI really helps us do is unlock that compromise, and it allows us to deliver timely care to people in a very reliable, high quality, safe, affordable way. And I'm incredibly excited about that, because we need more resource to be able to overcome the challenges we're facing society around mental illness and and what's really, really interesting and mental more broadly, what's really, really interesting is that a few reports have now been talking, I think it was initially in the Harvard Business Review about how the number one use case for generative AI is companionship and therapy. You know, we're seeing, and it's one of the things that the report talks about is 77% of respondents say they they would likely use an AI coach to practice difficult conversations, for example, you know, like people and we see so we built an AI tool about two years ago. Now, we've we've tested in beta, and we've been building advanced it's now live with millions of people around the world and and actually, the engagement and usage is off the charts, you know, like much higher than industry best, best kind of stats. And the retention and engagement and impact is profound, and the qualitative feedback we get is incredible as well. So I'm really excited about the role of AI in this space, but it has to be built safely. The World Health Organization's given good guidelines on AI and healthcare. We're seeing the FDA and various other organizations look at regulation around this. It's got to be safe. It's got to be scientific. It's got to be ethical, otherwise, it's a risk, and we really need to be careful around risk and mental health.

Steve 20:06

Yeah, Nick, I think that's so true, because we it's one thing, right, certainly a workplace construct to say, let's use an AI tool to do something like, I don't know, you know, schedule everybody's availability for a seven person interview, right? Like, or, you know, run a run a query to show you something like, who's on staff today, something like that, like, kind of low risk, not, not a huge problem. If there's a little weird error, not sensitive data, certainly, right? It's just great at sort of the efficiency play, right? We're seeing lots of that going on right now in workplace, tap, this kind of thing, like AI facilitated, or AI powered, whatever the right word is, I don't know, coaching therapy, things like that, high, certainly higher risk, more sensitive data, more if it were to quote, unquote, get something wrong, potentially worse outcome. So do you guys have to really think very carefully about how these how these tools are being developed, how they're tested, and how you sort of monitor how they're actually working when, when a person comes to an AI, say, facilitated tool for person, hey, help me have this conversation that I'm about to have, which is going to be hard for me, that giving good advice and all of this I love, just not giving away all the secret sauce, if you will, but just how you're thinking about that.

Nick Taylor 21:32

It's so critical, because the only people who should be building AI mental health tools are people/organizations that are very scientifically rigorous, have very high ethical standards and build products in safe and responsible ways, because you can't get this wrong. It's absolutely critical. So when we build AI tools at Unmind, it's always human centric. It's got safety guardrails. It's always driven by science that, you know, the product and the teams behind it always kind of have that learning mindset to continually improve it. It's secure and private, it's transparent with high accountability, really, really critical stuff. And actually, if you take a step back and you think about, you know, what does the WHO (World health Organization) talk about? Well, it talks about making sure that these, any AI tools built in healthcare, protect autonomy, promote wellbeing, safety and public interest. They're transparent, explainable, making sure that they there's high accountability, making sure they're inclusive and they're equitable, right? So it's super important with healthcare and are ultimately responsive to development, you know? So, so making sure you follow the guidelines is really key here. Otherwise it's there is risk involved. But the truth is, there's also risk in not providing services to people in a timely way and and actually, what AI is going to help us do is, is transform that there's, there's no world in which AI is not coming to mental health. AI is definitely coming to mental health, yeah, and we need it. And the way I think about it is less like, this is a risk, this is a challenge. This is, I think more of it is like, this is going to enhance good practitioners to do better work. This is like the new member of the multidisciplinary team, right? So, like, you have a social worker, psychologist, a psychiatrist, whoever. And now we have an AI team member, but that AI team member needs to be well trained in the same way I expect the psychiatrist to be well trained, right? But it's not a threat to jobs, because it's actually an enhancement to roles if it's deployed.

Steve 23:36

Well right, it gets back to something you said a few minutes ago, Nick, there's not this glut of qualified practitioners out there, right, to do some of this work, right? There's just a shortage, really a shortage, both of practitioners and then a glut of people who could probably use the services, or would like to engage with the services. One of the things the report talks about a little bit is the capability of these AI tools to scale this kind of service delivery, right? And in so many organizations over the years, right? Whether it's mental health therapy or even something as benign as executive coaching or leadership coaching or training or things like that, they just never were scaled, right? They just because they were expensive. It was a lot of one to one, person to person, kind of delivery, so organizations didn't roll them out and mass to, you know, 10,000 employees around the world, right? It just wasn't affordable, and there was no delivery mechanism to make it efficient enough, right? Ai, of course, what we're seeing across so many domains is really addressing those challenges as well.

Nick Taylor 24:37

Yeah, right, and it comes back a little bit, so you touched on there, but I just want to kind of stated as well, like that, the global scalability, you know, AI can speak so many languages, yeah. And when we go back to our earlier topic around stigma, a lot of the reasons people don't engage in healthcare, it's access, right? That's definitely a major piece, but it's also often, like the anxiety of start. In the conversation, and AI is a really safe place to start a conversation in your native tongue, if you want to build your confidence to then be able to go and speak to human being. So I think that's really possible. The other thing I think that's worth touching on here is that there's direct use of AI in healthcare and in workplace wellbeing, and that's how an employee will personally engage. And that could be conversational, generative-AI driven, or it could be helping be matched to therapists, or using as a triage tool. But then there's also, then the other kind of indirect piece, which is, you know how we're using it to educate leaders more effectively around this topic of mental health and wellbeing, because a lot of leaders will, you know, they've got a day job, and then sometimes people in their team are going to be struggling, and when that scenario appears, they need the tools right there and then to help them understand how to support their team member. Not some training six months ago they did on the topic, right, right, forgotten, right. So AI can also really be helpful to train leaders in how to support their people well. So it's the direct and indirect piece, which I think is super interesting.

Steve 26:06

Yeah, and I think that's a great point, because we talked about the stigma a little bit the other side of this, which we hear all the time in these workplace mental health discussions, is the lack of lack of preparedness, lack of training, lack of resources for those managers, right? So, so often, right? Employees are the first time a particular issue might be raised is coming from an employee to their manager, right, often, right. And what happens with these managers, who are overworked, often under prepared, under resourced, and now are facing something they probably were never really, you know, prepared to do right? It wasn't part of supervisory 101, school, right? In most organizations.

Nick Taylor 26:46

Did you see that report? Trying to remember whether it was last year or the year before that? I think maybe last year that said that your manager has a greater impact on your well being than your spouse or your physician.

Steve 26:56

I did, yeah. I remember that one, yeah.

Nick Taylor 26:58

And that's super interesting. So managers have a huge impact. And this is not surprising. I'm a really keen gardener. Are you a gardener?

Steve 27:07

I am not as keen, but yes, I struggle with it.

Nick Taylor 27:11

You struggle with it. Maybe this will relate just as well then. So you know, if you take a seed of a plant and you put that seed in the wrong soil with the wrong wrong water and the wrong light, that seed can't grow into the plant you want it to be right? An employee in the workplace is not massively different. If you put an employee in a toxic environment with bad leaders, where they can't be well, you're not going to thrive into a top performing person, you know. So we need our people to be in environments where they can flourish in the first place, and the leader have a huge role to play that, you know?

Steve 27:45

For sure, I I think it's a really interesting time right now in sort of workplace support, workplace mental health approaches, just because the tools are now beginning to catch up with the need, I would say, right? And the opportunity is really there for organizations to lean into this more more heavily. It's a bit of an inclusion story as well, I think, right? And you made me think of that Nick when you talked about the ability to deliver resources, information and services in really, almost any language, right and and that's so powerful. I remember a few years ago, I was at an organization, and they were manufacturing, I forget what they manufactured around here, in something right in the middle part of the country here. And they were talking to me about how, you know, half of the employees at these manufacturing plants their native their English was not their native language, or their first language, and they were rolling out some kind of an HR tool, you know, on mobile phones, right, to do their checking in and checking out, maybe, or their pay slips or something, and they needed to offer it in Spanish, essentially, right? It was Spanish was the main language. And once they did that like, the use skyrocketed, right, and the employee satisfaction with the tool skyrocketed, because now they it was accessible and it was inclusive, right? And I think story as well. Here in the mental health space.

Nick Taylor 29:05

It's so important. Do you know where we've seen a lot of impact as well, with with Nova, our AI tool, is in countries like India, again, speaking local languages. You know, for global organizations, it's a huge responsibility for a well being and HR teams to deliver wellbeing programs for global teams, and it's really difficult to build one that is a strategy that is as as high quality, let's say in Canada or the US, as it is In Brazil or South Africa or India or Thailand, whatever, Japan. And actually that that one of the top issues has historically been language and cultural appropriateness. And I actually did my doctoral research in Nigeria. So cross cultural psychology is a topic I'm super interested in, but I think that AI tools are going to really be very valuable there. Yeah, and you see different levels of one because of the language topic we've discussed, and then also just because, again, you can access these tools in a confidential way, in a non judgmental way that makes it safer. And a lot of those countries I've mentioned have different levels of stigma around this topic. So where the stigma is higher, these kind of tools can be higher impact.

Steve 30:20

I think that's a great point. Nick I think, I think one of the things I thought was really powerful and valuable in the workplace, mental health trends report that you guys published was kind of real simple, kind of but actionable steps, some recommendations that you came up with. I'd love for you to maybe just touch on a couple of those, right, whether it's specifically around incorporating AI into into your kind of toolkit, right, in the organization, to help employees, or maybe even more generally, to say, hey, you know, we got we had to get through the pandemic. We have to get through what's going on. Like we we haven't really addressed mental health as directly as we need to, or we'd like to, maybe we've got our EAP, and that's another story, right? And the report talks a lot about EAP is too I don't necessarily want to dwell on that too much right now. But you know, if you're saying, hey, the time is right for us to really lean into mental health, it's mental health awareness month here in the US, right? It's a good time to talk about it. What are some of the things that unmind recommends for organizations to kick start their initiatives here in this area.

Nick Taylor 31:25

I think it's incredibly important when we're thinking about strategies around wellbeing, firstly, for teams within organizations, I say your wellbeing team, make sure you have a universally understood definition of what well being means to you as an organization. I find a lot of organizations interchangeably, may use wellness, well being, mental health, without necessarily thinking about the connection between these topics. You know, yeah. So firstly, like, get a get a clear definition of what the topic means to you as a business. Let's say it's wellbeing, and wellbeing is subjective happiness, and happiness has been shown to be a predictive organizational performance. So let's say it's that. Then, once you've got your definition, understand your population, and then think about, well, how can you make sure the tools that you're delivering are both indirect in terms of helping set a cultural environment where people can flourish, but also direct, ensuring that people have frictionless access to care. So one of the recommendations you alluded to is talking about removing barriers to access, for example, yeah, and incorporating AI can be an absolute tool to do that, so making sure that you've got your indirect kind of services to help managers and help leaders, and then your direct services for your employees around the world, and then making sure that as an organization, you're measuring this this and to understand what's the ROI what's the How are you knowing if your programs or your strategy is effective? And a lot of organizations have, you know, a kind of engagement surveys, but they're often really lacking in in data around this topic of mental health. So think about the measurement point, and then the final piece I'd really say is absolutely critical here is thinking about an exec sponsor who is, who's, your person as a senior leader, that's going to really help to drive this with it as a wellbeing team. Because wellbeing teams should not be like isolated islands within organizations. They should have strong relationships to learning and development teams. They should have strong executive buy in, ideally, not just from the CHRO or CPO, but I think that's really critical. And then the wider drive, like, if you were thinking, well, where's the focus? Again, it goes back to that data I was sharing earlier. 1% of a working population needs intervention for severe problems, 24% for moderate demand, and 75% on promotion of wellbeing. So when you're thinking about your wellbeing strategy, your tour should be weighted towards the promotion of wellbeing, getting upstream. Not only is it the right thing to do from a performance perspective, but it's also going to ultimately ensure that your employees are more engaged and invested in day to day work, because they're less distracted by their own mental health challenges they might be experiencing. But also, ultimately, if you're a US organization, your health claims will go down as well over time, you know. So it's like there's a massive economic argument there as well. So that's, yeah, high level. I know.

Steve 34:15

I appreciate that Nick, and some of these recommendations are gone into in the report as well. And we'll link to that. And I do, I think it's sad in some ways, but I get why we do it here. Like, I think sometimes it's sad where we have to always kind of end the conversation, or not end it, but kind of end the argument with, oh, let's talk about, you know, ROI and absenteeism and, you know, productivity and things like that. When I feel like, Hey, we should really just be talking about, hey, this is really the right thing to do.

Nick Taylor 34:43

I totally agree with you.

Steve 34:46

Believe me, I understand, you know?

Nick Taylor 34:50

You right, in a way like it's so intuitively obvious this, not only is it ethically the right thing to do, is that, from a humanity perspective, right thing to do, but if you were the coach of a sport team, and you had the choice the day before the final of fielding a team that was well or fielded a team that was unwell, you're going to field the well team, yeah? Because you know you're more likely to win. Yeah, right. It's that simple you want, if you're a leader in a business, build a well, team, yeah, you're more likely to win.

Steve 35:25

I love that. We're going to wrap that into, like, some of our show promotion. I think I love that, that that analogy, because it's one that people understand. And you can type, you can say, yeah, that, of course, that's what I would do, right? Yeah. I love that, Nick. This has been a super conversation. I'm happy that we're able to get some time with you today in mental health awareness month, right, which was important to us here, we're doing some other things around mental health awareness on our site, and we love the topic. I'm a big, big believer. I finally, after I was very cautioning myself, Nick before the show started, not to try to use this podcast is my own personal, you know, therapy session, you know, and talk about my problems, but getting into, you know, talking about my own, you know, issues with mental health and getting into therapy in the last few years has been one of the biggest life changes for me, too, and I've talked about a little bit on the show in the past, and so I'm so glad we're able to talk about these things, much, much more openly. And so excited that we were able to get some time with you today.

Nick Taylor 36:29

Well Steve, thank you for your leadership here, and also for helping to bring this topic to awareness and promoting it. I really appreciate it.

Steve 36:37

So the website is unmind.com will link to report specifically Nick, anything else you want to shout out or mention. You know, we're heading into summer here in the US. Anything coming up you want to either Unmind or otherwise you'd like to leave us with?

Nick Taylor 36:54

I think get in touch like if you're as an organization wanting to really nail giving your people the right care at the right time, then you need to be thinking about what is the role of AI in your strategy. The Unmind Nova tool is absolutely groundbreaking. We'd love to talk with you about it. So please do get in touch.

Steve 37:13

Love it. All right, that's been great. Great stuff. Nick, thank you so much again. Great to see you. Great to talk to you again. Thanks to everybody for listening. Thanks to our friends. Remember to Yeah, dive in. We're going to publish all of our recent mental health resources in a collection on our website in the next week or so, and check that out at h3hr.com subscribe to the show and tell a friend and all that. So my name is Steve Boese, for our guest, Dr. Nick Taylor. We'll see you next time and bye for now

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