

# Mental Well-Being and Flourishing – A New North Star

Presented by:

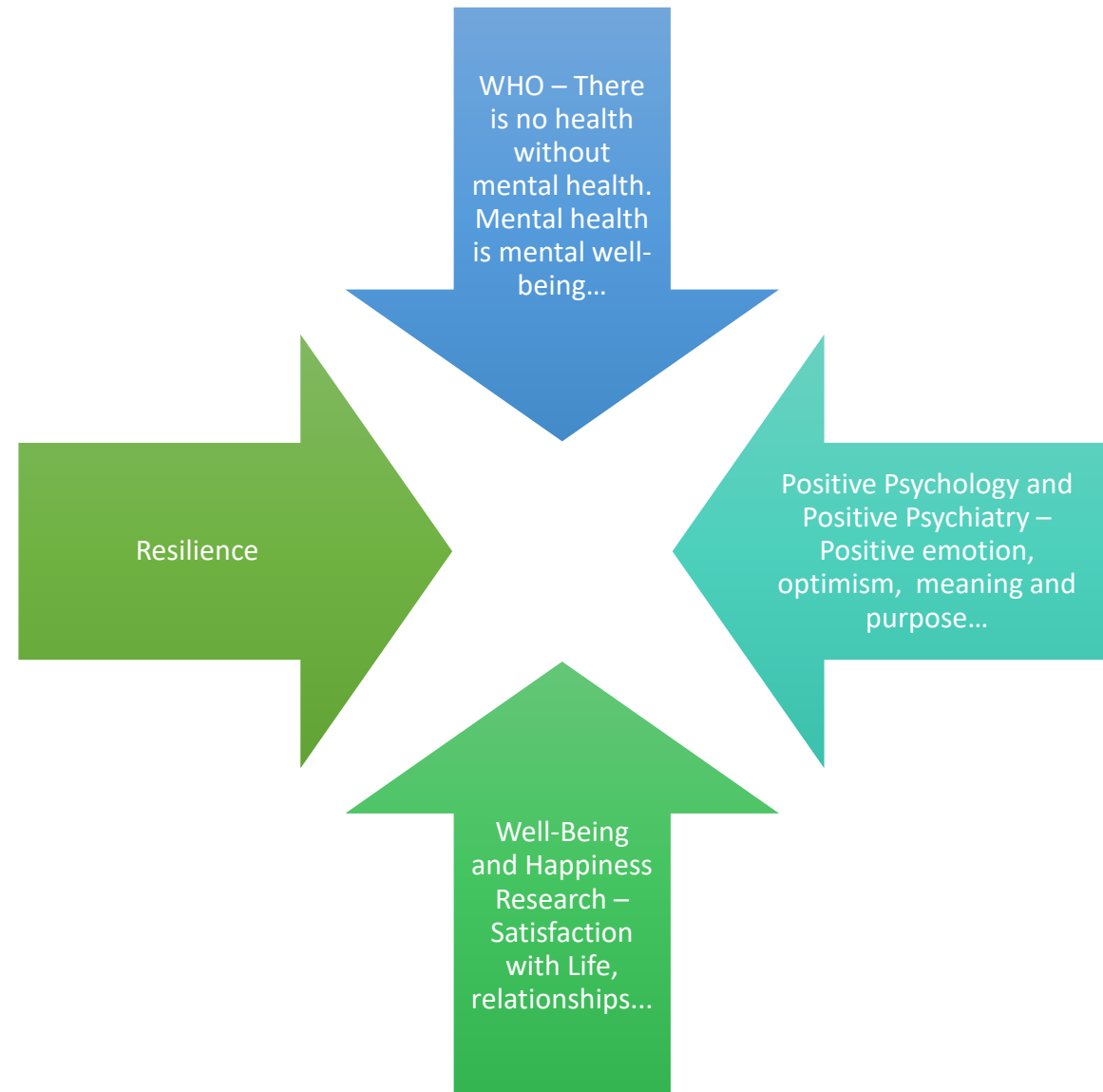
Nick Dewan, M.D.

Vice President, Behavioral Health

# Overview of Presentation

- Well-Being Defined
- Flourishing
- Economics of Well-Being

# Harmonizing Perspectives on Mental Well-Being – The GuideWell and Florida Blue Process



# Defining and Describing Mental Well-being – Creating a Platform for Bold Collaborations

For Adults – Mental Well-being is an overall positive and hopeful emotional state fueled by a sense of purpose and satisfaction with life, work and relationships, and supported by the capacity to adapt to life stressors. ©

For Youth – Mental Well-being is an overall positive emotional state fueled by a sense of hope about the future, satisfaction with life and relationships and supported by the capacity to adapt to life stressors. ©



# EQUITABLY MEASURING WELL-BEING: FLOURISHING MEASURE

Harvard Flourishing Measure is the **first tool to embrace a holistic and equitable approach to well-being**



Happiness and Satisfaction



Mental and Physical Health



Meaning and Purpose



Patience and Resilience



Satisfaction with Relationships



Economic and Personal Security



# COUNTRIES PARTICIPATING IN THE GLOBAL FLOURISHING STUDY

- Argentina
- Australia
- Brazil
- Egypt
- Germany
- India
- Indonesia
- Israel
- Japan
- Kenya
- Mexico
- Nigeria
- Philippines
- Poland
- Russia
- Turkey
- South Africa
- Spain
- Tanzania
- Ukraine
- United Kingdom
- United States



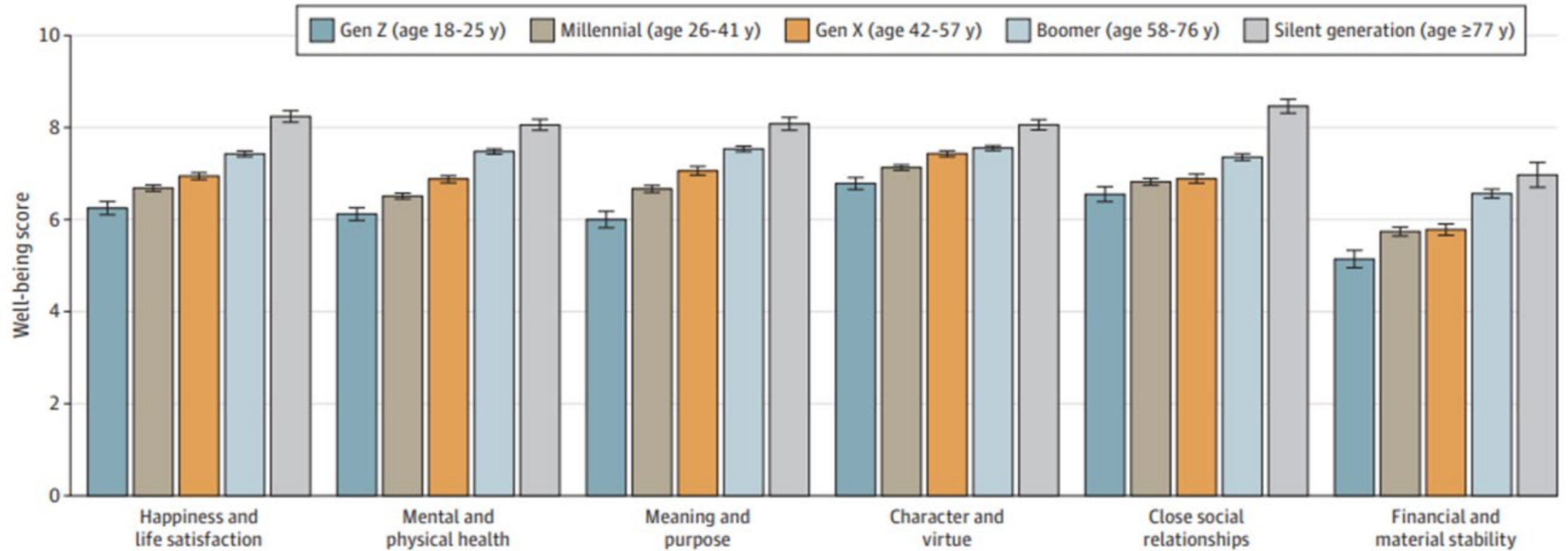
# GUIDEWELL OPPORTUNITIES FOR MEASURING WELL-BEING IN DIVERSE POPULATIONS

Measuring in the Community: Foundation Mental Well-being Grantees

Measuring as Health Plan: Holistic Member Survey and comparison to Healthy Days in Adults and Seniors

Measuring as an Employer: LiveWell Program

Figure. Weighted Domain-Specific Well-being Scores by Age Group in a Nationally Representative Sample of US Adults in January 2022



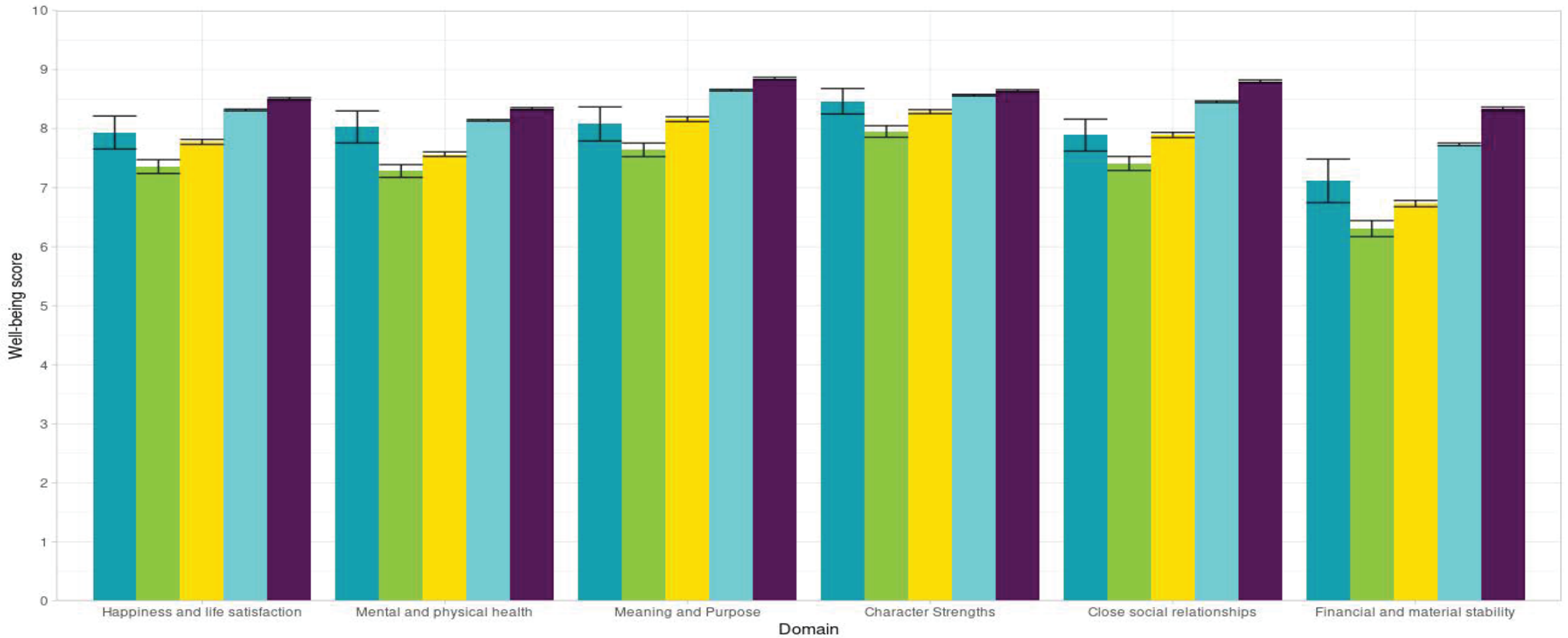
Age groups were created based on birth cohorts. Post hoc weighting was performed based on US census data to ensure the sample was representative of US adults 18 years or older within all 50 states and the District of Columbia.

Multiple imputation was used to impute missing data on well-being scores, and there were no missing data on age groups. Error bars represent SEs.



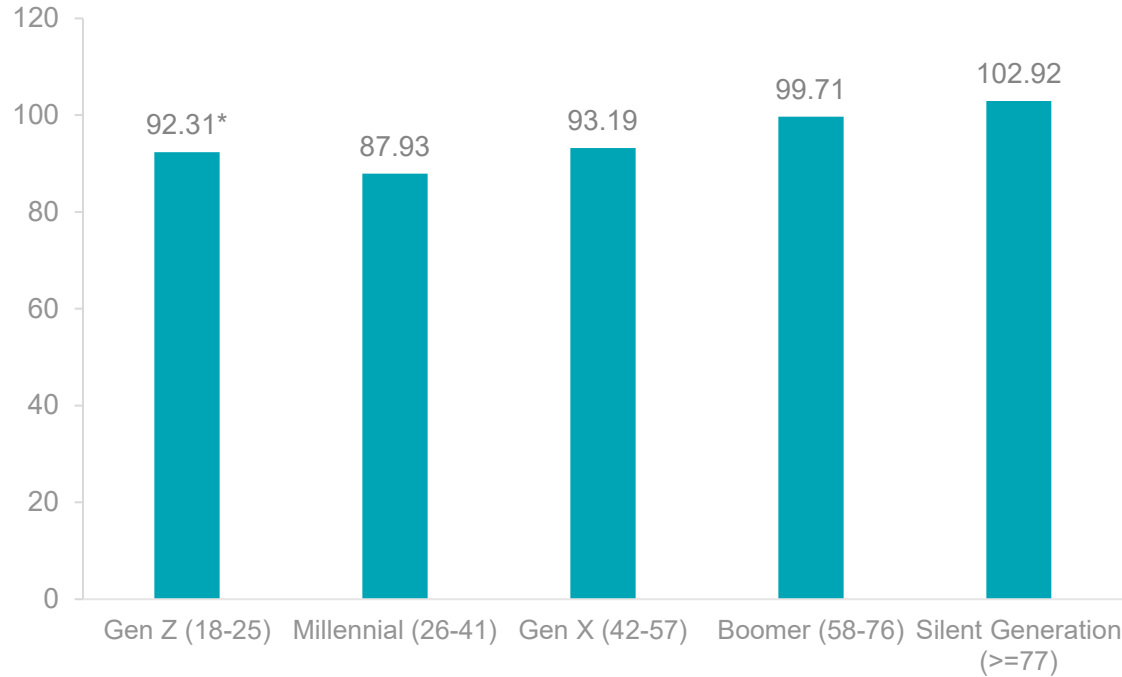
### Domain-Specific Well-being Scores by Age Group among 2022 Survey Respondents

Age Group ■ Gen Z (18-25) ■ Millennial (26-41) ■ Gen X (42-57) ■ Boomer (58-76) ■ Silent Generation (>=77)

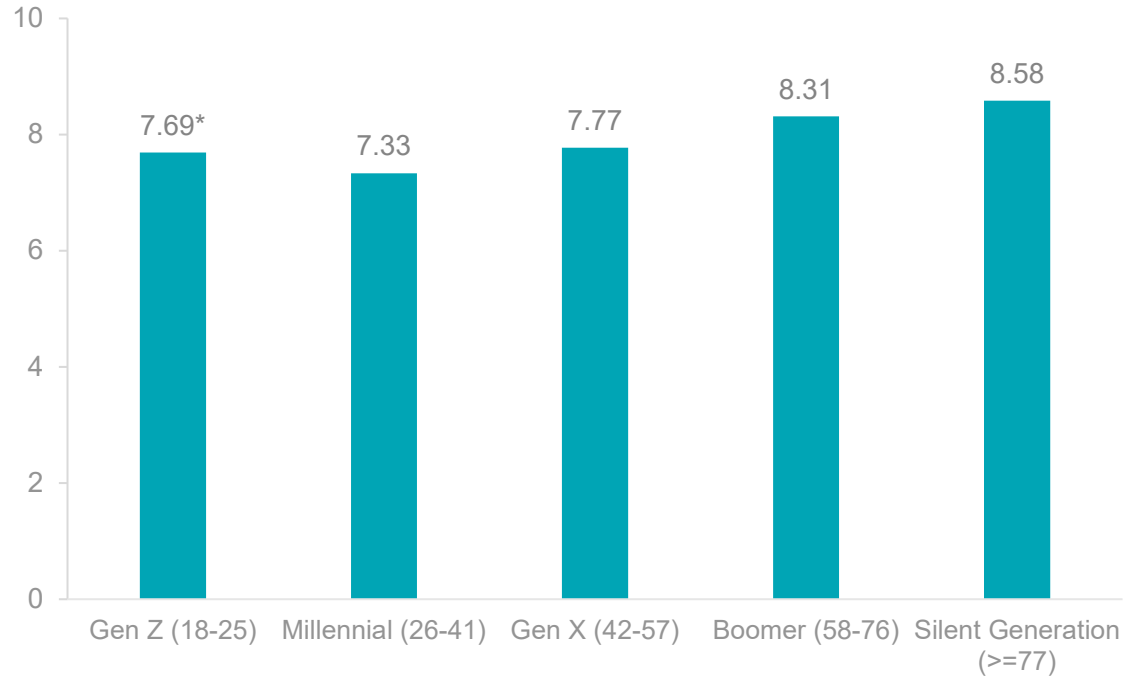


# Overall Secure Flourish Total and Secure Flourish Mean scores are higher as age group advances

Secure Flourish Total – Age Group



Secure Flourish Mean – Age Group

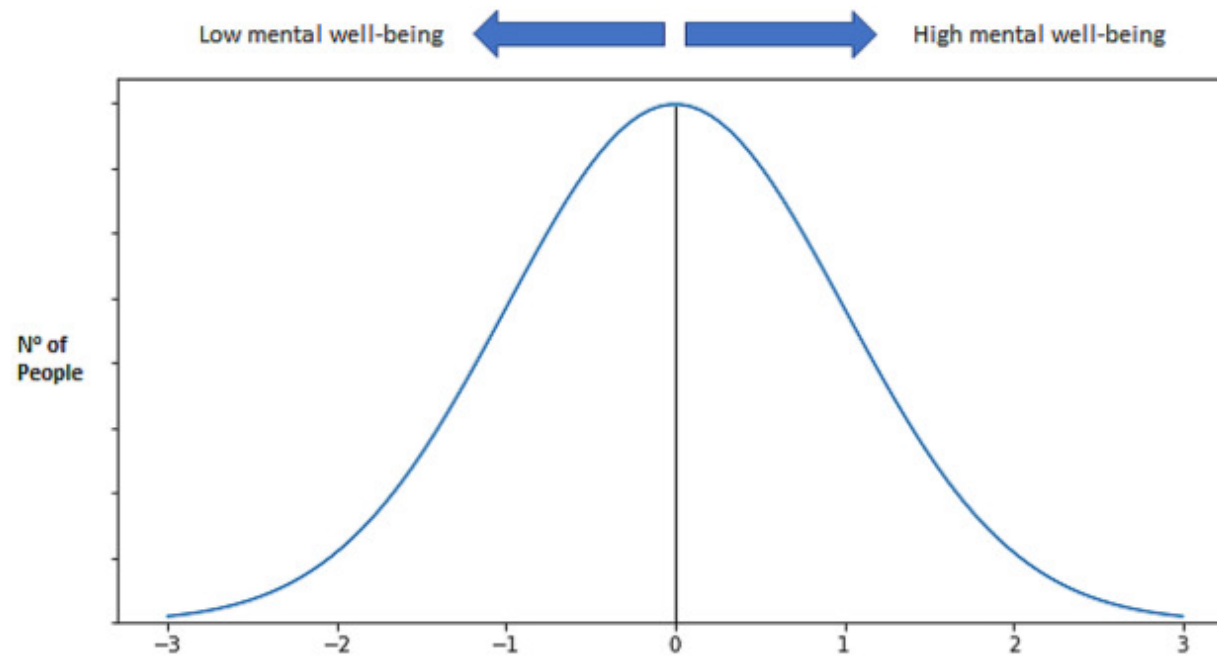


Age Group	Calculation	Sample Size	Response Rate	Mean (SD)	Mean 90% CI	Total
Gen Z (18-25)	Secure Flourish	61	5.94%	7.69 (2.04)	(7.67, 7.72)	92.31
Millennial (26-41)	Secure Flourish	492	7.60%	7.33 (2.32)	(7.30, 7.36)	87.93
Gen X (42-57)	Secure Flourish	2,683	11.86%	7.77 (1.92)	(7.74, 7.79)	93.19
Boomer (58-76)	Secure Flourish	11,795	21.34%	8.31 (1.44)	(8.29, 8.33)	99.71
Silent Gen (>=77)	Secure Flourish	3,823	30.20%	8.58 (1.16)	(8.56, 8.59)	102.92

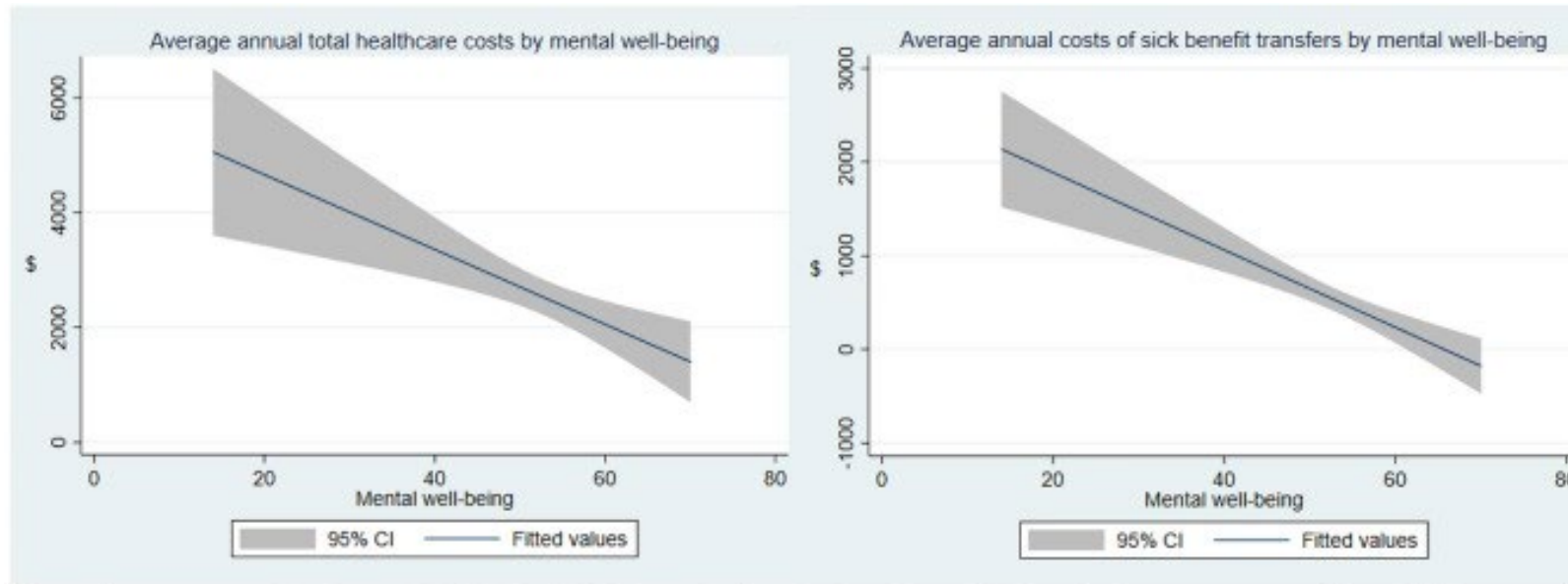
# Economics of Mental Well-being

US and International Evidence

BH



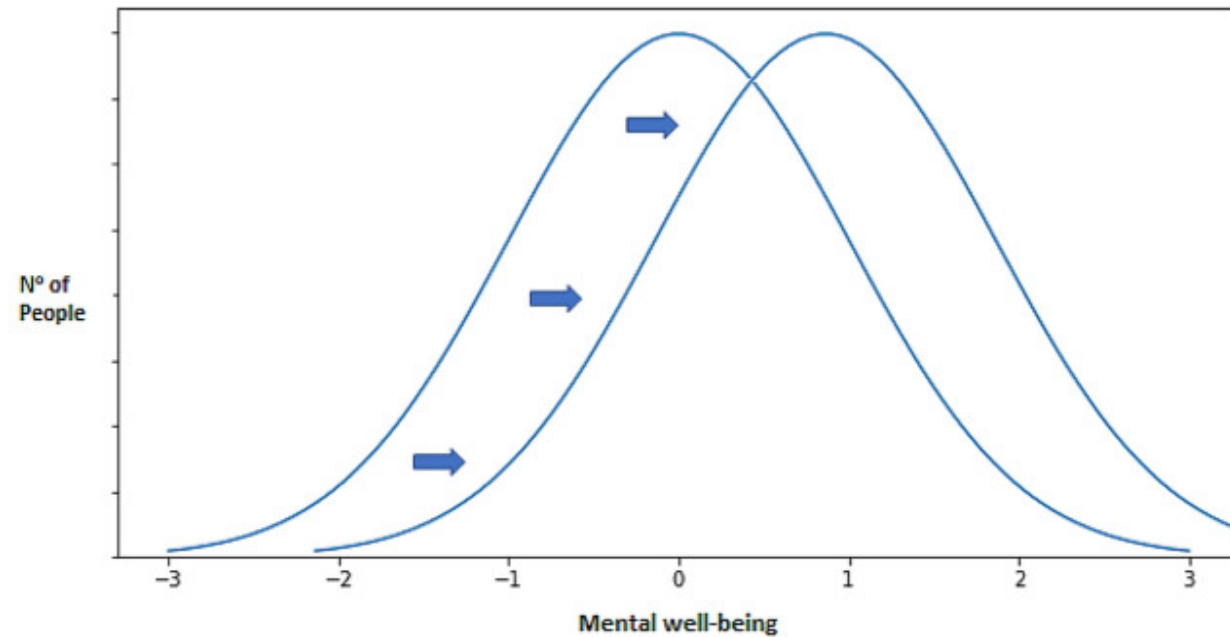
Note: The figure illustrates a normal distribution of mental well-being (x-axis) and the number of people in a population (y-axis). The x-axis represents standard deviations above and below the mean.



Note: All outcomes are 2017 costs. USD PPP = United States Dollar, Purchase Power Parity. All prices are converted from DKK (Danish Krone).

<sup>a</sup> The sample was restricted to individuals aged 16-64 years old (N=1,839).

<sup>b</sup> Warwick-Edinburgh Mental Well-being Scale (WEMWBS) – range 14 (low) -70 (high)



Note: The concept of 'shifting the curve' (i.e. bell-curve) implies shifting the entire distribution (all individuals with/without mental illness) in a population towards higher levels of mental well-being. A shifting of the curve also implies the prevention of or reduction in individuals suffering from mental health problems in the population.

Bottom Line : Investing in Mental Well-being and Flourishing reduces costs and increases human capital.

**Thank You!**