A Deeper Understanding of Complex Chronic Mental Health Conditions

Mental health conditions can cause a significant impact on the workforce

More than 1 in 5 adults in the US experience a mental health disorder[1]

Major depressive disorder (MDD) is a serious mental health condition that affects an individual's ability to feel, think, and go about their everyday tasks. It can impact sleep habits, appetite, and ability to enjoy life.[2]

Bipolar disorder is a serious mental health condition that causes unusual shifts in mood, ranging from extreme highs—defined as mania or manic episodes—to extreme lows or depressive episodes.[3]

- Some of the overlapping symptoms of MDD and bipolar I disorder include, for example, lack of interest or joy in hobbies or activities, change in appetite, insomnia or other health issues, and forgetfulness.[2,3]

Individuals may experience depressive and bipolar episodes throughout their most productive years[4,5]

- In a 2018 national survey, **65% of adults with major depressive episodes had severe impairment**[6]
- According to the National Institute of Mental Health, the prevalence of a major depressive episode is **higher among adult females** (10.5%) compared to males (6.2%), and the prevalence within adults is **highest among individuals aged 18–25 years** (17.0%)[4]
- Bipolar disorder is considered a **top 10 cause of disability in young adults** worldwide[7]
- Individuals with bipolar disorders are most vulnerable between the ages of 18 and 44 years[5]

Women in their early adulthood face the highest odds of depressive symptoms, directly impacting workplace performance.[4]

More than 50% of patients with bipolar disorder report severe functional impairment in the year following a bipolar disorder episode.[8]

Impaired quality of life due to MDD and bipolar I disorder can reduce productivity and negatively affect an individual's ability to perform daily activities.[2]

~60% of cases are misdiagnosed between MDD and bipolar I disorder, and misdiagnoses cause significantly more hospitalizations, emergency room visits, and outpatient visits[9,10]*

Employers can provide support by taking action to reduce mental health burden among employees, which may reduce productivity losses[11]

- ✓ Educate your leaders about mental health awareness and best practices for promoting employee health and well-being
- ✓ Provide employees with a wide variety of options for where, when, and how they work to enhance their performance
- ✓ Evaluate your health plan coverage to include comprehensive mental health treatment and care coverage. Drive improved access by minimizing step-through requirements and authorization barriers
- ✓ Use member feedback to evolve your existing employer-led mental health programs by proactively expanding related services and treatments

AbbVie's Employer Strategies Focus on Improving Workforce Health and Productivity by Addressing:

Disease State Awareness
Raising awareness of the burden and impact of disease

Access to Treatment
Establishing and expanding access to treatment

Engagement and Educational Support
Developing connections to promote engagement and educational support

 For additional information and support, contact your AbbVie Account Executive.

*In a retrospective claims analysis of MarketScan databases from 2014 to 2019, patients diagnosed with MDD who received a misdiagnosis vs patients who received an initial bipolar I diagnosis had higher rates of hospitalizations (0.45 vs 0.23, $P<0.001$, all-cause HCRU; 0.41 vs 0.19, $P<0.001$, mental health–related HCRU), ER visits (1.37 vs 1.03, $P<0.001$, all-cause HCRU; 0.52 vs 0.30, $P<0.001$, mental health–related HCRU) and outpatient visits (24.64 vs 17.84, $P<0.001$, all-cause HCRU; 15.26 vs 8.63, $P<0.001$, mental health–related HCRU).[10]

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