In September 2019, Atrium Health Employer Solutions launched a new service called Healthy Mind to address the growing prevalence of behavioral health conditions (also known as mental health conditions) and their impact in the workplace.

Using Atrium Health’s employer-based on-site clinics as the gateway, the program is designed to improve early detection of behavioral health symptoms, eliminate barriers to care, drive down the overall cost of care and deliver clinically effective treatment. Healthy Mind effectively complements (but does not replace) an employer’s existing Employee Assistance Program (EAP).

Through this program, patients visiting on-site clinics are evaluated for signs of a behavioral health condition with a special screening tool. Those with an elevated score are connected virtually or telephonically to an Atrium Health behavioral health professional, who conducts an in-depth assessment.

Following the assessment, the behavioral health professional works with the clinic provider to determine the most effective treatment plan. Plans include telephonic coaching with Atrium Health-trained behavioral health coaches or a referral to a psychiatrist or other mental health professional. Coaches speak individually with participants every 2 weeks to assess symptoms, provide education and use motivational interviewing to establish personalized health improvement goals.

Results from 2 pilot programs taking place from Q3 2018 through Q2 2019 generated impressive outcomes: 56% of patients experienced a decrease in symptom measurement, and less than 3% of patients required an in-person visit with a psychiatrist.