Prudential’s Holistic Approach to Wellbeing

Prudential embraces a holistic approach to the wellbeing of its employees and understands the health of its workforce is intrinsically linked to that of the organization. Its multi-dimensional definition of health focuses on the physical, emotional, social, cognitive, spiritual and financial well-being of its employees and provides a foundation for the development and delivery of its programs and services.

PROACTIVE APPROACH TO SUPPORTING EMOTIONAL WELL-BEING

Within that framework, Prudential recognizes behavioral health as an integral component which serves the emotional and overall health needs of its employees. And Prudential does not rest at offering mental health related benefits to its employees and their families. Rather, their proactive approach encourages employees to become actively involved in their emotional health.

An extensive Behavioral Health program provides a myriad of programs and services, including:
- Confidential expanded virtual and in-person EAP counseling
- Life, budget and adult care coaching
- Mental health related webinars
- Mindfulness sessions
- Health coaching
- Work-life resources and referral services.

ENHANCED RESOURCES

Prudential is also now offering enhanced virtual and digital behavioral health support for employees on a medical leave of absence. A newly developed Mental Health Hub focuses on highlighting the support and resources available for employees and their dependents who are seeking help regarding their mental well-being. The company is also launching new training programs to increase awareness of mental health concerns and encourage allyship. The EAP team partners with managers to appropriately address behavioral concerns and crisis response within the workplace. They also serve as an excellent resource to assist in identifying services which support the emotional health needs of employees, both at work and at home.

COMMITMENT TO REDUCING STIGMA

To compliment the broad scope of services offered, Prudential facilitates a variety of forums that encourage employees at all levels to participate in open conversations focused on mental health and wellbeing. To this end, employees have shared their stories of mental health challenges and their journey to health. The company has also launched a Mental Health Champions initiative to reduce stigma and encourage healthy conversations about mental health through the development of a community of allies. The company’s commitment to a healthy workplace is underscored by the recent addition of executive sponsors who serve to promote the importance of mental health, help reduce stigma and encourage those in need to reach out for support.

Prudential understands that the work environment is a critical driver of health and is committed to continuing its focus on reducing the stigma of mental health in the workplace and building a culture of health that benefits employees, their families and the enterprise.

“Prudential is committed to creating a culture where employees feel safe both seeking support and being supportive of each other, free of stigma.”

Sharon Smith, Chief Medical Officer. Prudential