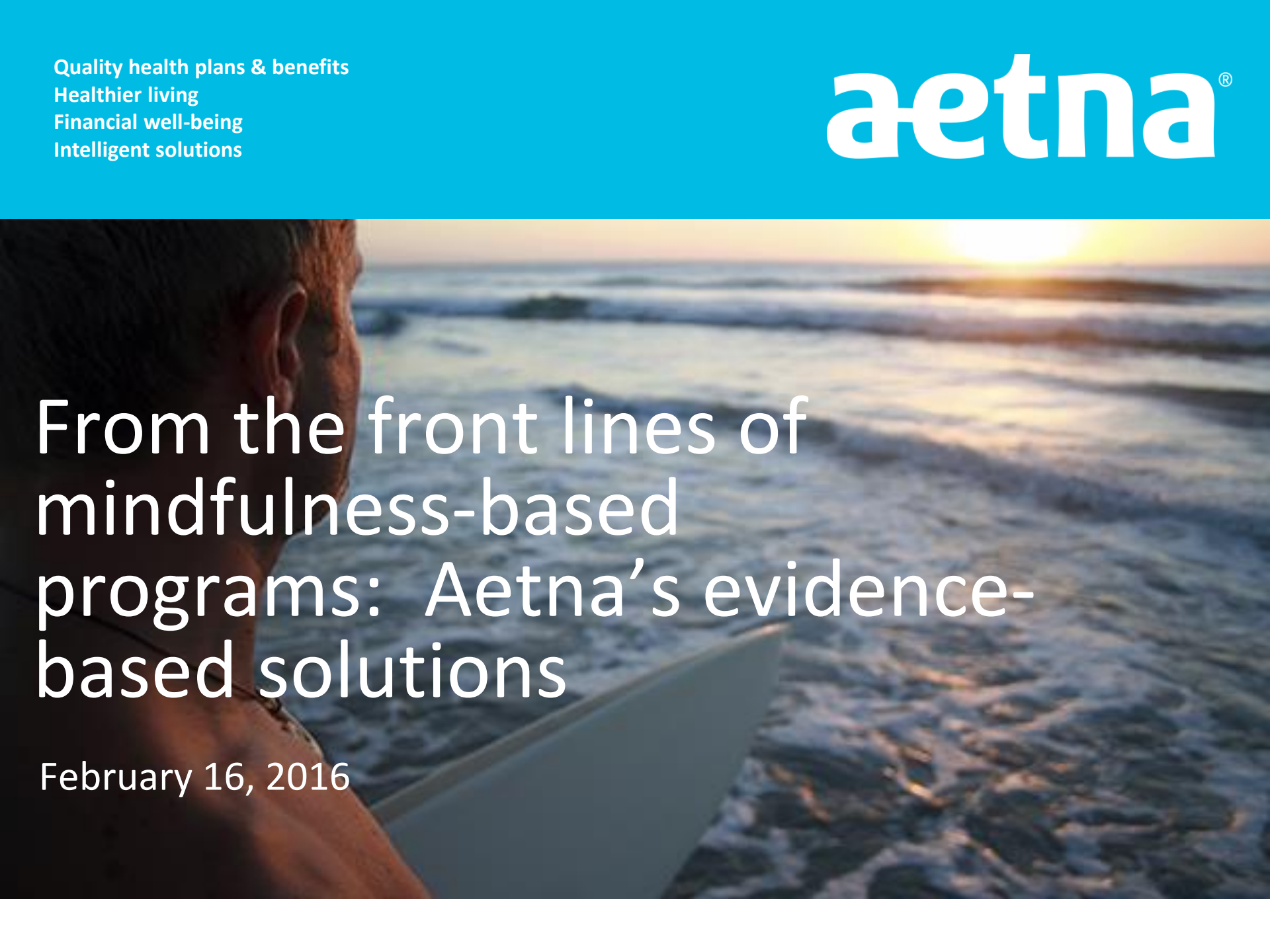


Quality health plans & benefits  
Healthier living  
Financial well-being  
Intelligent solutions

aetna®

A photograph of a man's profile looking out at the ocean at sunset. The sun is low on the horizon, creating a warm glow over the water. The man is holding a surfboard, and the ocean waves are visible in the background.

# From the front lines of mindfulness-based programs: Aetna's evidence- based solutions

February 16, 2016

# Aetna core values

We put the people we serve at the center of everything we do.



# A look inside who we are



## Aetna's demographics pose unique challenges:

50,000 Active employees

- Average age 45 with 11 years of service
  - *creeping age brings increased medical risk*
- 76% of workforce are female
  - *have a unique set of health care needs*

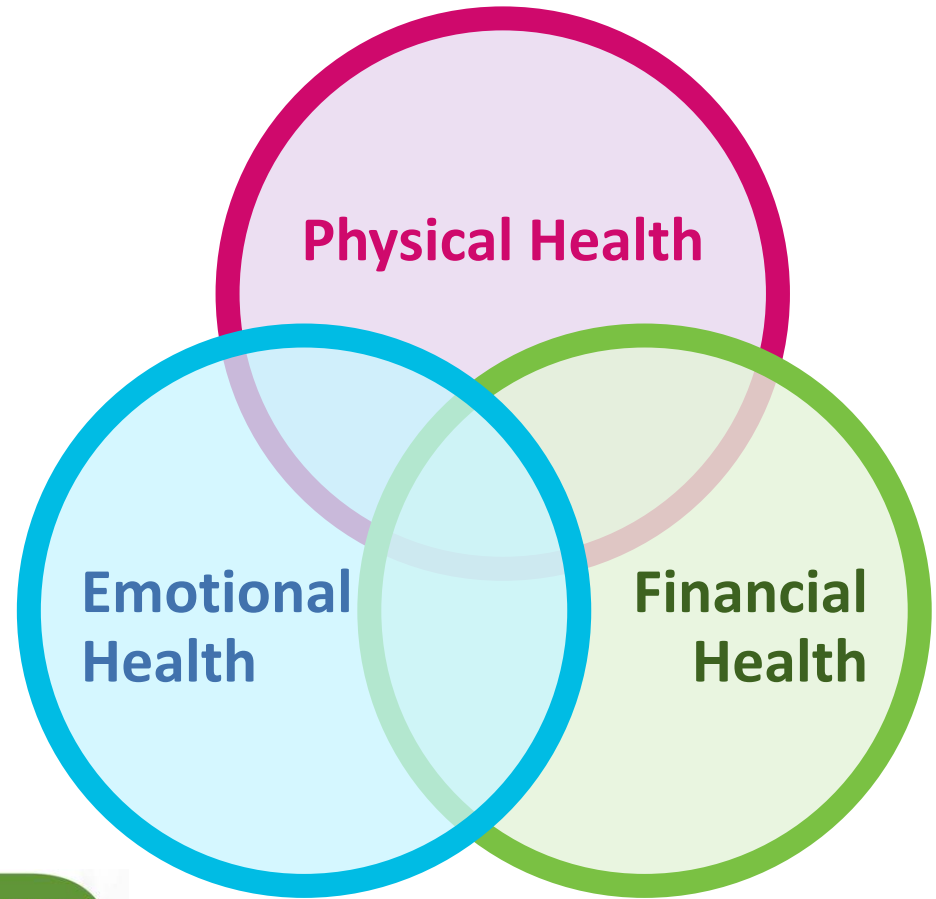
- 50% earn average of \$40,000
  - *issues with affordability*
- Almost 50% work from home full-time
  - *engaging employees in programs*



# Aetna's integrated benefit strategy

## wellness works

- Increase awareness of the health status of the company and cost drivers of health care expenses
- Educate employees on value of good health and its effect on their out of pocket expenses
- Improve & sustain employee health with targeted interventions



**KNOW YOUR  
BENEFITS**

**TAKE CHARGE  
OF YOUR HEALTH**

**GROW YOUR  
MONEY**

# Aetna's Mindfulness Strategy

## Workplace Culture

- Improve the way we work together every day to achieve strategic priorities

## Thought Leadership & Community Partnerships

- Collaborate with organizations to foster compassionate communities

## Commercial Product Portfolio

- Expand our program offerings to meet customers and members where they are

# Impact of stress on health

## What is stress?

Stress can be defined as the brain's response to any demand.

## Stress levels high:

- 42% of adults report that their stress level has increased.\*
- Adults' average reported stress level is a 5.1 on a 10-point scale, far higher than the level of stress they believe is healthy (3.6).\*
- Only 18 percent of Americans say their stress has decreased in the past year.\*
- **Stress manifests itself in many forms:**
  - Psychological or physical illness
  - Self-medication/substance use
  - Productivity loss
    - Absenteeism
    - Presenteeism
  - Disability claims
  - Relationship/family issues

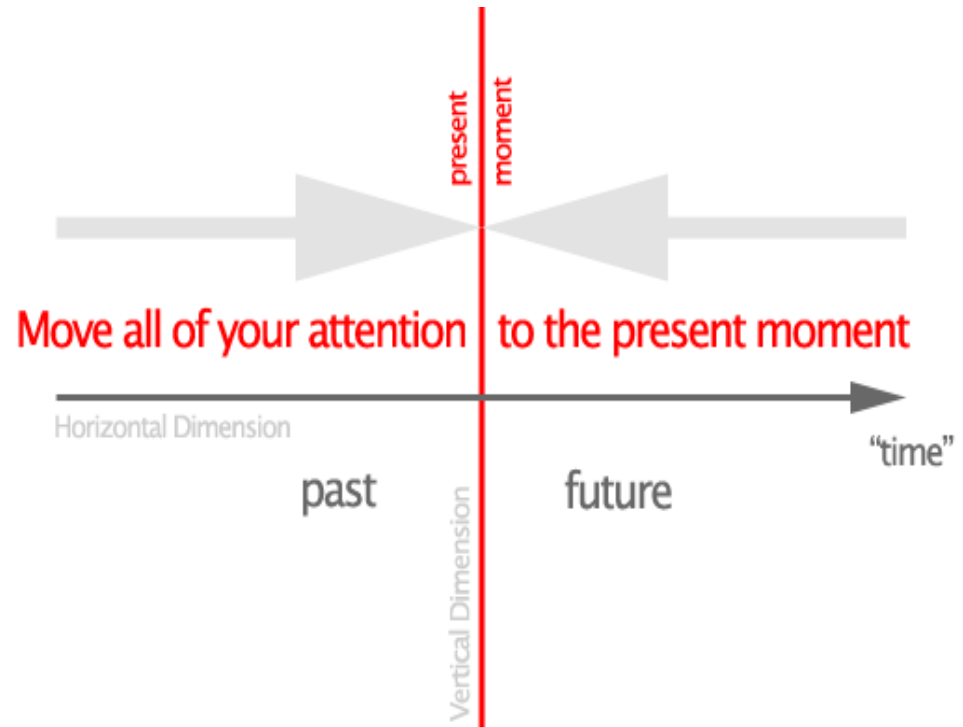


\* \* <http://www.apa.org/news/press/releases/stress/2014/highlights.aspx> Accessed March 18, 2015

# What it is and how to practice

## What is mindfulness?

- Paying attention or noting whatever is happening in the moment with a gentle and open mind
- Being present in the moment, the one you're in right now
- Awareness of breathing, thoughts, feelings, sensations and surroundings
- Doesn't involve chanting, bowing, sitting cross-legged or burning incense
- We practice formally through meditation and informally during daily tasks





# Stress and perception





# A simple mindfulness exercise



or



# Mind-body stress reduction research

## Study results

In 2010, Aetna conducted a randomized-control study on mind-body stress reduction and collaborated with Duke Integrative Medicine, eMindful Inc. and the American Viniyoga Institute. We developed the Mindfulness at Work program based on this research.

### Perceived stress levels

Significant improvements in perceived stress with 36% (mindfulness) and 33% (Viniyoga) decreases in stress levels as compared to 18% for the control

### Sleep difficulties

Decreased by 29% and 32% respectively as compared to 18% for the control\*

### Current pain levels

Significant improvement in the yoga group, compared to control

### Breathing rate

Decreased more for the mindfulness participants as compared to control

### Productivity, insomnia and depression

Positive results achieved without statistical significance.

### Engagement

Both online and in-person classes showed equivalent results and retention was better in the online classes

### Class time

Results achieved in about half the length of other commonly used mind-body interventions

\* *Journal of Occupational Health Psychology* "Effective and viable mind-body stress reduction in the workplace: A randomized controlled trial"

By Wolever, Ruth Q.; Bobinet, Kyra J.; McCabe, Kelley; Mackenzie, Elizabeth R.; Fekete, Erin; Kusnick, Catherine A.; Baime, Michael Vol 17(2), Apr 2012, 246-258

# Aetna mind-body stress reduction research

## Study design



americanviniyogainstitute

### Control group

Waitlisted controls

No treatment intervention provided

**In-person mindfulness at work**

Treatment group

Instructor led onsite classes

**Online mindfulness at work**

Treatment group

Instructor led online classes

**Viniyoga**

Treatment group

Instructor led onsite classes

**Viniyoga (with DVD)**

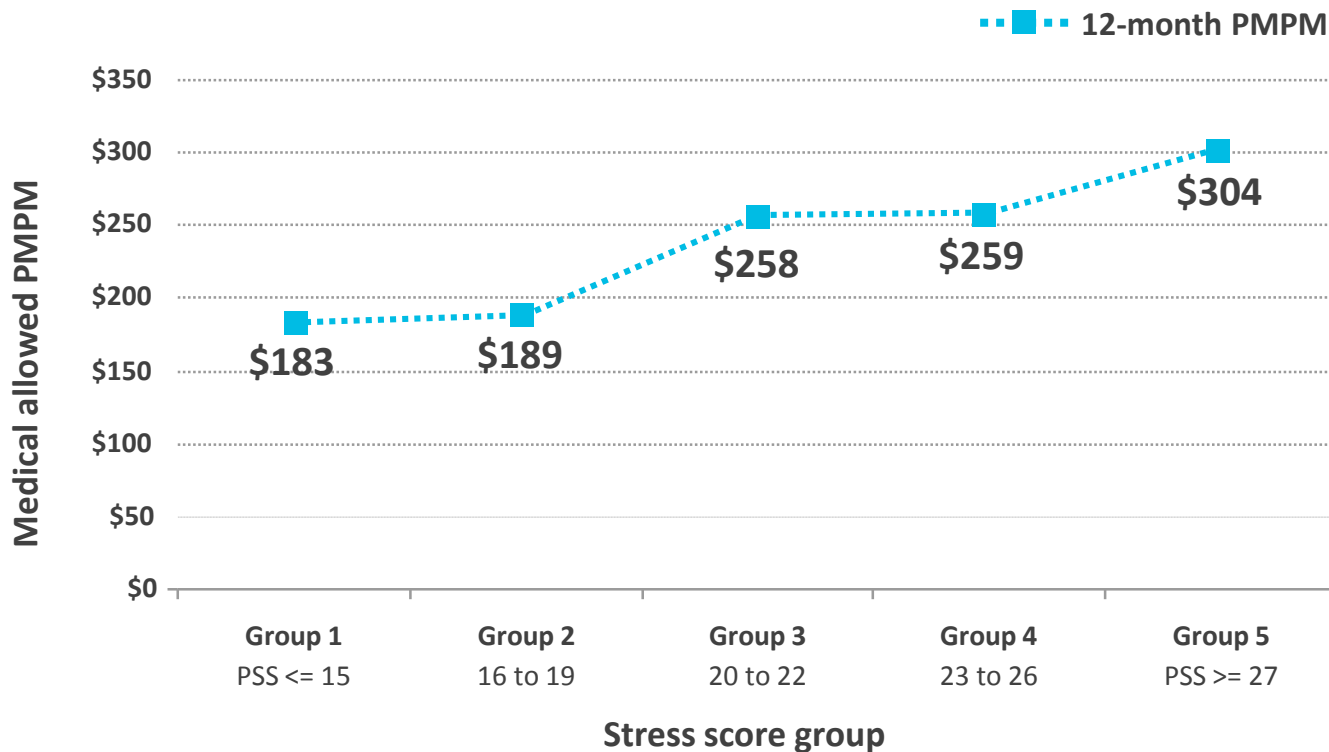
Treatment group

Instructor led onsite classes

Supplemented by home based Viniyoga DVD

# Positive correlation between medical costs and participants' stress levels

## Stress and medical costs



Among all those individuals screened for the study, those reporting the **highest stress level (top quintile)** had **higher medical costs** for the preceding year, nearly \$2,000 more annually, than those reporting the **lowest stress levels**

# Mind-body stress reduction recognition

## Mind-body stress reduction research study publication:

### *Journal of Occupational Health Psychology*

“Effective and viable mind-body stress reduction in the workplace: A randomized controlled trial”

By Wolever, Ruth Q.; Bobinet, Kyra J.; McCabe, Kelley; Mackenzie, Elizabeth R.; Fekete, Erin; Kusnick, Catherine A.; Baime, Michael

Vol 17(2), Apr 2012, 246-258



## 2012 National Business Group on Health Special Inaugural Award for Best Stress Management Intervention

Aetna recognized with highest Platinum honor for the 2012 Best Employers for Healthy Lifestyles awards plus a distinction for the Best Stress Management Intervention program



# Aetna mind-body stress reduction program offerings

## Mindfulness at Work

ONLINE

### Twelve-week session

- Class meets online for 12 weeks, 1 hour per week
- Can be offered to all employees or only those with high and chronic stress levels
- Maximum class size is 40

### Monthly session

- Features 12 consecutive monthly classes covering similar material and curriculum as the twelve-week condensed program
- Class can be offered to a company's full population, regardless of stress levels
- Maximum class size is 100

### Combined weekly and monthly offerings

- Participants slotted into one program based on prior-assessment of stress level

## Viniyoga Stress Reduction

ONSITE

### 10-week onsite class

- 50 minutes a week
- Maximum class size is 25-30, depending on size of room

# Mindfulness at Work 2014 program results

**The program continues  
to reduce stress and  
related factors**

Participants who completed the pre- and post-program surveys reported:

- **28%** reduction in perceived stress level
- **20%** improvement in overall sleep quality
- **19%** reduction in pain level

These results are statistically significant at the  $p < 0.001$  level

Source: eMindful program to date analyses (July 1, 2013 - June 30, 2014)





## Metabolic Health in Small Bytes is:



**A program to help  
reduce or reverse the  
risk factors** associated  
with metabolic syndrome

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**A holistic approach**  
targeting obesity

---



**Conducted via the  
Internet;** in real-time  
“virtual classrooms”

---



**The result of a  
collaborative effort**  
between Aetna, Duke Diet  
& Fitness Center, Duke  
Integrative Medicine  
and eMindful

# Metabolic Health in Small Bytes program results\*

## EXECUTIVE SUMMARY

(for period 2/2013 – 11/2014)

\*Program results are based on self-reported information program participants provide during the pre and post-program assessments. Detailed results are available in the appendix.

## Improvements across all assessment categories



**MetS**

**Several participants no longer met criteria** for Metabolic Syndrome. Improvements across all Metabolic Syndrome risk factors.



**5-9  
POUNDS**

**Average weight loss** was 5-9 lbs.



**25%**

**Better physical fitness**

(participants performing at least 20 minutes 2 or more times per week):

- 25% increased aerobic activity
- 35% increase strength training
- 34% increase stretching



**15.9%**

**Reduced stress** levels by 15.9%



**10.9%**

**Improved sleep quality** by 10.9% and reduced sleep disturbances



**17.2  
MINUTES  
PER WEEK**

**Improved productivity**

by 17.2 minutes per week or more than 14 hours per year



**Written feedback** was overwhelmingly positive

# Benefits of a mindful workplace

- Have more energy
- Build stress resilience
- Make room for new ideas
- Be patient with self and others
- Be creative
- Stay calm
- Concentrate
- Have more clarity
- Arrive with a skillful presence
- Feel happier
- Feel compassion for self and others



# The time you have (in jellybeans)

[http://www.youtube.com/watch?v=BOksW\\_NabEk](http://www.youtube.com/watch?v=BOksW_NabEk)



# Thank you

**aetna**<sup>®</sup>