

# Employee Mental Health: A Case Study

How Cope Notes Transformed a Hybrid Workplace Culture

## Transforming cultures

With typical low EAP engagement and a diverse workforce growing at a rapid pace, traditional measures were falling flat. By taking a proactive approach and offering Cope Notes, eNotaryLog was able to catalyze a lasting culture of wellness.

## PROACTIVE VS REACTIVE

*"Any solution that waits for an individual to engage with it, rather than initiating that prevention and intervention daily, isn't a solution at all. Allowing my employees to work without this vital daily support was simply not an option."*

- Joe Bisailon  
Co-founder of eNotary Log



**84%**

of employees reported increased focus, mood, and productivity



**13X**

the engagement of the average Employee Assistance Program

## FOCUS AREAS

- Stress
- Anxiety
- Burnout
- Loneliness
- Depression
- Social tension

## THE CHALLENGE

The International Journal of Stress Management found that 90% of employees who meet the criteria for "burnout" also meet the criteria for depression. Working in a high-stress, high-growth environment can wear on performance and psyche alike. Responsible for a rapidly expanding multicultural team spanning across multiple in-person and virtual settings, one notarization company was at a crossroads.

"We explored lots of mental health vendors when searching for a solution," explained Joe Bisailon, Co-founder of eNotaryLog. "Many of them were inconvenient, complicated, required sensitive personal data from our employees, or far exceeded our wellness budget."

## THE SOLUTION

eNotary Log purchased enough subscriptions for all of their in-person and remote employees, assuming they'd have plenty left over for future hires. To their surprise, adoption was immediate and nearly unanimous.

"We weren't just looking to check a box," Bisailon expanded. "We were hoping for something accessible and easy... **something our employees would actually use.** And it looks like we found it."

For some, the changes were subtle, with early results being more apparent in their focus, attitude, communication, confidence, and overall workplace engagement.

For others, the impact was nothing short of transformative, driving an improvement in physically healthy behaviors such as exercise, diet, and sleep. Some even saw a decline in reliance on unhealthy coping mechanisms like cigarette and alcohol use.

## THE TESTIMONIAL

READ: eNotaryLog's recommendation to the state of Arizona

