

Frequently Asked Questions: Workplace Anxiety Mental Health Screening

Note: The GAD-7 is a screening tool, not a diagnostic instrument. It does not replace professional clinical evaluation.

Q: What is the Anxiety Mental Health Screening?

- This screening is a validated, standardized 7-question tool used to screen for symptoms of Generalized Anxiety Disorder (GAD). It provides a quick severity score from 0–21 and helps employees identify if they may benefit from further support.

Q: How does the screening work?

- Employees complete the confidential online questionnaire in about 2 minutes at their convenience and results are sent directly to the employee's email via a HIPAA-compliant secure link. No one else sees individual results and an optional de-identified aggregate with insights can be provided to HR.

Q: How long does it take and how user-friendly is it?

- Most employees finish in under 2 minutes. The seven simple questions are accessible to all education levels and require no special knowledge.

Q: Who is affected by anxiety?

- Anxiety symptoms are very common. According to the CDC (2022), **18.2%** of U.S. adults experienced anxiety symptoms in the past two weeks (up from 15.6% in 2019). Rates are highest among younger workers: **26.6%** for ages 18–29 and **20.7%** for ages 30–44. Additionally, **43%** of adults reported feeling more anxious in 2024 than the previous year (Psychiatry).

Q: Why should our company offer Anxiety Mental Health Screening?

- Offering the screening shows employees that mental health is a priority. It enables early detection, reduces symptom progression, and supports a healthier, more productive workforce.

Q: What are the benefits for productivity and costs?

- Untreated anxiety increases absenteeism and presenteeism (reduced focus while at work). Studies show that for **every \$1 invested** in mental health treatment and screening, employers typically **see a \$4 return** in improved health, productivity, and reduced absenteeism. Recent programs report **1.9x–5x ROI** through lower healthcare claims.

Q: How does it help with employee retention and satisfaction?

- When employees feel supported, job satisfaction and loyalty increase, leading to lower turnover and reduced recruitment/training costs.

Q: Does this help with legal and compliance obligations?

- Yes. Proactive screening demonstrates commitment to a safe, healthy workplace and can help identify employees who may need reasonable accommodations under the ADA (e.g., flexible scheduling or quiet workspaces), reducing potential liability.

Q: What do the Anxiety Mental Health Screening scores mean?

- 0–4: Minimal anxiety symptoms, 5–9: Mild anxiety symptoms, 10–14: Moderate anxiety symptoms, 15–21: Severe anxiety symptoms

Q: Is the screening confidential?

- Yes. All individual results are private and sent only to the employee. The process is fully HIPAA-compliant.

Ready to get started? Schedule a free demo today!

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