



**Tools to Address
Depression at the
Workplace**

Agenda

1. About the Partnership for Workplace Mental Health
2. Why Depression Matters
3. Right Direction tools



Partnership for Workplace Mental Health

Collaboration with employers to advance effective approaches to mental health.

1. Promote the business case for quality mental health care, including early recognition, access to care and effective treatment.
2. Highlight employer case examples and facilitate peer-to-peer dialogue.
3. Provide tools and resources to help employers take action.



Employer Resources

Mental Health Works monthly publication

Issue briefs and guides (parity)

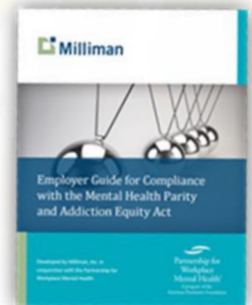
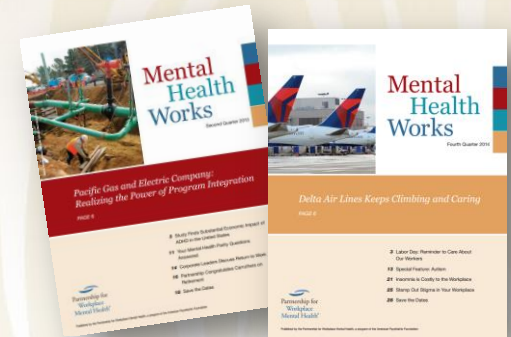
Searchable database of employer case examples (60)

Business case tools (calculators, lit reviews)

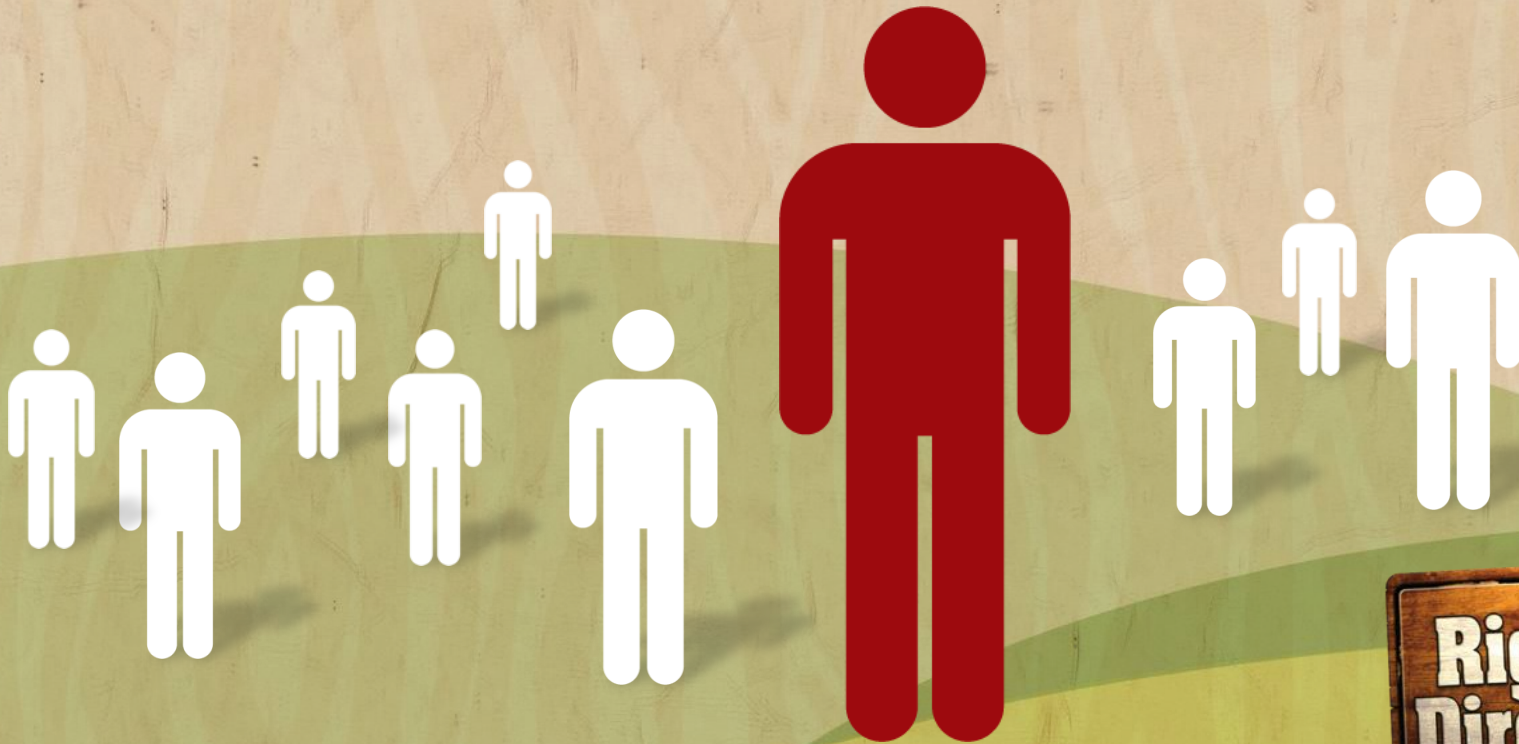
75 employer inquiries/month

2 worksite educational programs

- ICU (emotional distress)
- Right Direction (depression)



**1 in 10 people have
depression.**



CDC



Impairment & Disability



Depression is the leading cause of disability worldwide.



Approximately 80% of persons with depression reported some level of functional impairment because of their depression.



27% reported serious difficulties in work and home life.

The World Health Organization (2008). The Global Burden of Disease: 2004 Update.

Pratt LA, Brody DJ. Depression in the United States household population, 2005-2006. National Center for Health Statistics: NCHS Data Brief No. 7; 2008. Available from: <http://www.cdc.gov/nchs/data/databriefs/db07.htm#ref08>.



What depression feels like

How it looks to co-workers

Deep feelings of sadness

Withdrawal from team, isolates oneself

Loss of interest in work or social activities

Indifference

Lack of concentration, slowed thoughts and difficulty thinking

Putting things off, missed deadlines, accidents on the job

Forgetfulness and trouble remembering

Seems "scattered" or absentminded

Trouble making decisions

Procrastination, indecisiveness, slowed productivity

Trouble sleeping or sleeping too much

Late to work, can't get going in the a.m., afternoon fatigue, accidents on the job

Feelings of worthlessness or experiencing inappropriate guilt

Unsure of abilities, lack of confidence

Energy loss or increased fatigue

Low motivation, detached

Irritability, anger or tearfulness

Inappropriate reactions, strained relationships with co-workers or clients

Weight or appetite changes

Change in appearance

A Closer Look at Loss in Productivity

Depression is estimated to cause **200 MILLION** lost workdays each year

In a 3-month period, employees with depression miss an average of **4.8 WORKDAYS** and suffer 11.5 days of **REDUCED PRODUCTIVITY**

Leopold RS. A Year in the Life of a Million American Workers. New York, New York: MetLife Disability Group; 2001.

Valenstein M, Vijan S, Zeber JE, Boehm K, Buttar A. The cost-utility of screening for depression in primary care. Ann Intern Med 2001; 134: 345-360.



2 - 4 x more

health care resources consumed by employees with depression compared to those without



Employees



Employees with depression



**How many of those who've
suffered depression will
have a recurrent episode**



50%



Economic Impact of Depression

\$210.5B in 2010

Absence	\$23.3B
Presenteeism	\$78.6B
Direct medical costs	\$100 B
Suicide- related costs	\$8.6B



DON'T MISS THE FOREST FOR THE TREES

Medical
Mental health/substance abuse
Pharmacy



Disability  Presenteeism and lost productivity 

Absenteeism  Unrealized output  Stress on team members

Overtime to cover sick-day absences  Overstaffing

Temporary workers  Recruitment  Hiring costs  Retraining

The High Cost of Depression

There is a cost connection between mental health and productivity.



For employers:

**Doing nothing =
Ever-increasing costs**



Is Stigma Still an Issue?



Increased Public Understanding



Increasing number of people believe the cause of mental illness to be neurobiological.



Increasing number of people supportive of professional treatment

- general medical doctor,
- psychiatrist,
- mental hospital, and/or
- prescription medications.

Neurobiological	1996	2006
Alcohol dependence	38%	47%
Major depression	54%	67%
Schizophrenia	76%	86%

General med doctor	1996	2006
Alcohol dependence	74%	89%
Major depression	78%	91%
Schizophrenia	72%	87%

Stigma Remained High

Acceptance of cause of illness and support for professional treatment did nothing to change prejudice and discrimination, and in some cases, made it worse.

Stigma Measure (Social Distance)	Major Depression		Alcohol Dependence		Schizophrenia	
	1996 (%)	2006 (%)	1996 (%)	2006 (%)	1996 (%)	2006 (%)
Unwilling to						
Work closely with	46	47	72	74	56	62
Have as a neighbor	23	20	44	39	34	45
Socialize with	35	30	56	54	46	52
Make friends with	23	21	35	36	30	35
Have marry into family	57	53	70	79	65	69

Bernice A. Pescosolido, Ph.D. et al. "A Disease Like Any Other"? A Decade of Change in Public Reactions to Schizophrenia, Depression, and Alcohol Dependence. *American Journal of Psychiatry*, 2010.

The Stigma of Depression

People do not seek help on their own because:


- 🐾 They don't know they're depressed
- 🐾 They don't want to admit they're depressed
- 🐾 They are afraid it will adversely affect their work status
- 🐾 They are embarrassed
- 🐾 They feel alone
- 🐾 They don't know where to seek help




**Offering a Solution:
The *Right Direction* Initiative**



Right Direction Initiative

 Depression awareness initiative for the workplace.

 Collaboration with Employers Health (Ohio employer coalition).

 **Goal:** increase awareness about depression, reduce stigma and encourage people who need help to seek it.

 **How:** provide employers turnkey materials for worksite education to increase employee help-seeking behaviors.



Concept Development

- 🐾 Designed with direct feedback from employers (focus groups) to ensure the initiative met the needs identified.
- 🐾 Seeks to raise awareness about depression in the workplace, while reducing stigma and encouraging employee/employer dialogue.
- 🐾 Contains tools/resources for easy implementation (not your typical mental health campaign).

Take a step in the right direction – toward information and help.



Message is Simple

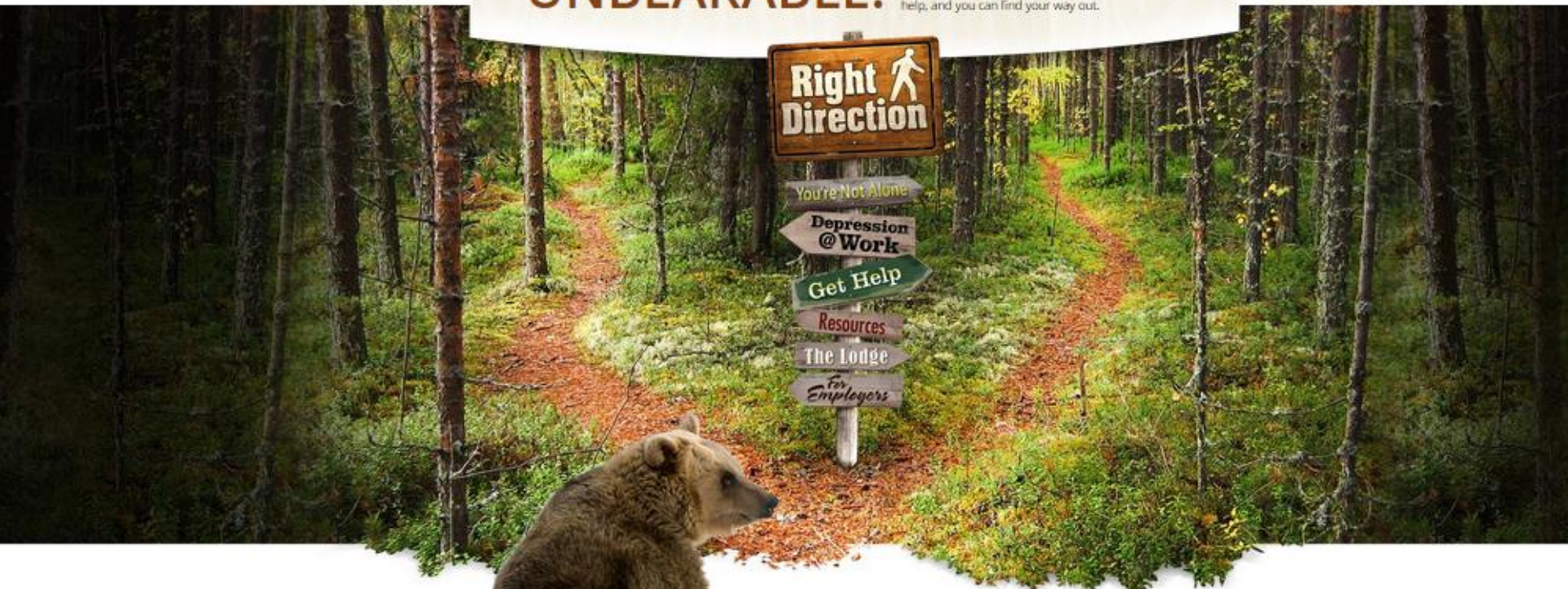
- 🐾 Depression can make you feel alone and lost in the woods.
- 🐾 There are many paths toward help.
- 🐾 The key is to take a step in the right direction – toward information and help.



Taking the first step doesn't have to be

UNBEARABLE.

When you're dealing with depression at work, it can feel like you're lost in the woods alone. But there's help, and you can find your way out.



The RIGHT DIRECTION

Our goal is to raise awareness about stress and depression in the workplace, demystify the symptoms and treatments, and give you the information you need to get help.

When you're dealing with stress and depression, you may feel like you're "in a fog." You just don't feel like yourself anymore. This website can be your first step on the path to brighter, clearer days. Choose where you'd like to go next using the signposts above or below.



You're Not Alone • Depression @ Work • Get Help • Resources • The Lodge • For Employers

Right Direction is an effort from the Partnership for Workplace Mental Health, a program of the American Psychological Association and Employers Health Coalition, Inc., and is supported by Takeda Pharmaceuticals U.S.A., Inc. (PFS) and Sunovion.

& It's
FREE




Program Components




Support for Employers: Material Assets

 “Field Guide” with business case and FAQs




 Guidance on how to plan and implement the initiative



 Documents to guide discussions with EAPs and other vendors



 Newsletter, intranet content for ease of use



 PPT decks to secure alignment with C-suite to educate & support managers



Field Guide

Getting Started

Get company leadership and managers on board

Talk with your vendors about the initiative

Create a calendar

Rollout

Engage front line managers

Spread the Word

Measuring Success

Planning and evaluation guide

Sustaining Success

Long term integration

Ongoing calendar



Support for Employees: Material Assets

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Right Direction
You're Not Alone • Depression @ Work • Get Help • Resources • The Lodge • For Employers



Website: RightDirectionforMe.com

-  Patient Health Questionnaire – 9 questions version (PHQ-9) screening tool
-  Signs and symptoms, getting help
-  Option to anonymously suggest initiative to your employer


Materials Library


-  12 different Posters, 3 Intranet articles, 4 Logos, 2 Pocket cards


Promotional items

-  “Tips to manage stress” pocket cards
-  Bear-shaped stress balls

Specific Tool: PHQ

 PHQ (2 and 9-question versions).

 Tool preferred by primary care and MH professionals.

 Keys to DSM symptoms, assesses severity.

 Includes symptoms that affect work performance.

 Research supports its use in measurement-based care.

PATIENT HEALTH QUESTIONNAIRE (PHQ-9) page 1

NAME: _____ DATE: _____

If you are concerned about any illness, regardless of what the screening shows, you should seek further evaluation from your physician. If you are concerned that you may have a medical emergency or are having thoughts of harming yourself or someone else, call 911 or go immediately to the nearest hospital emergency room for an evaluation.

Please take the filled out form to your health care provider to discuss your results. To score your answers: Each "Not at all" answer has value of zero. Each "Several days" answer has a value of one. Each "More than half the days" answer has a value of two. Each "Nearly every day" answer has a value of three. Total all your answer scores to determine your screening result.

Over the last two weeks, how often have you been bothered by any of the following problems?
Circle your answers then add column totals below.

	Not at all	Several days	More than half the days	Nearly every day
1 Little interest or pleasure in doing things	0	1	2	3
2 Feeling down, depressed, or hopeless	0	1	2	3
3 Trouble falling or staying asleep, or sleeping too much	0	1	2	3
4 Feeling tired or having little energy	0	1	2	3
5 Poor appetite or overeating	0	1	2	3
6 Feeling bad about yourself or that you are a failure or have let yourself or your family down	0	1	2	3
7 Trouble concentrating on things, such as reading the newspaper or watching television	0	1	2	3
8 Moving or speaking so slowly that other people could have noticed. Or the opposite: being so fidgety or restless that you have been moving around a lot more than usual	0	1	2	3
9 Thoughts that you would be better off dead, or of hurting yourself	0	1	2	3

Add column totals: + + + = **TOTAL**

(Healthcare professional: For interpretation of TOTAL, please refer to page three of this form.)

10 If you checked off any problems, how difficult have these problems made it for you to do your work, take care of things at home or get along with other people?

Not difficult at all	Somewhat difficult	Very difficult	Extremely difficult
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Developed by Drs. Robert L. Spitzer, Janet B.W. Williams, Kurt Kroenke and colleagues with an educational grant from Pfizer Inc. No permission required to reproduce, translate, display or distribute.

Employee Awareness Posters

Maybe it's more than the blues?



If life feels like a broken record, you might need help to change your tune.

Everyone has a bad day from time to time, but if you regularly experience a deep feeling of sadness and a loss of interest in activities, it might be depression.

Depression can make you feel lost in the woods alone.

There's help.
Visit RightDirectionForMe.com and get started on the path to wellness.

Right Direction is an effort from the Partnership for Workplace Mental Health, a program of the American Psychiatric Association and Employee Health Coalition, Inc. and is supported by Schering-Plough HealthCare Products, Inc. (PMSA) and Lundbeck U.S. © 2012 Right Direction.

Feel like you're going downhill?



You could use a lift. Get the facts about depression.

The signs of depression range from the well-known – deep feeling of sadness, loss of interest in activities – to ones you may not be aware of. For example, weight or appetite changes unrelated to dieting, and difficulty thinking, concentrating or making decisions.

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Can't bear to get out of bed?



It's time to pull the covers off depression.

Everyone has an occasional rough night's sleep. But a prolonged change in sleep can be a sign of depression – whether it's sleeping too much or too little.

Are you nodding off at your work station? Yawning more than normal? Experiencing other symptoms like lack of interest, feeling run down or thinking poorly about yourself?

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& It's
FREE





Employer Examples



How Employers Use Materials

- Formed working group within our EAP and HR operations to explore Right Direction as a viable option for our organization.
- Discussed with program manager; working with our marketing team to develop materials.
- Health promotion activities; sending e-mails with links to the Right Direction site.
- We developed a PowerPoint using the provided template and now we are getting ready to launch some training for our managers, supervisors and executives.
- Posters, presentations to employees/managers, open enrollment communications.
- Rolled out to employer groups at EAP educational event. Offered resources and directed to website.
- We had Right Direction and our EAP together at our benefits fair.
- Internal newsletter articles and manager meetings.
- Co-branding of communications, partnering on employee and supervisor training Link is listed in several internal websites for managers and employees. PPT is available to managers for meetings.
- Hanging posters, discussing program with employees via HR department.
- Brief presentations given at all staff meetings.
- Webpages, training sessions, giveaways at open enrollment, employee appreciation events.

How Employers Use Materials

- Distributed stress ball bears to all of our staff.
- As an EAP we have used much of the material in presenting information to our member companies. We have also promoted the website to our member companies.
- Sent educational email with website link to employees and distributed information in our newsletter.
- Distributed fliers at benefits fairs.
- Hanging Posters in break rooms and incorporating our current EAP program into the promotional materials.
- We use the information as resource material on our wellness portal as well as our internal human resources listings.
- Posters in break rooms, presented to managers, lobby displays, bulletin boards throughout facility.
- Posters hanging around campus.
- Posters throughout the building, presentations to management and employees, brochures distributed to employees/spouses, etc.
- Providing material directly to employees.
- Including the Right Direction logo on wellness materials.
- I am doing presentations for managers and hope to help employees who suffer from mental illness.
- We include with benefit materials and our HR Mgr portal.



**KENT STATE**
UNIVERSITY

Got a case of the "Mondays" every day of the week?



If every day seems the same, that's a problem.



Does it seem like one day blurs into the other? Have you lost interest in things you used to enjoy? It makes work even harder.

Slowed thoughts, difficulty making decisions, lack of concentration and forgetfulness are all signs of depression.

One in 10 people will experience depression. You're not alone.

There's help.

Visit RightDirectionForMe.com and get started on the path to wellness.



800-227-6007
impactsolutions
www.myimpactsolution.com
Username: Kent

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RightDirectionForMe.com

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You're Not Alone

Depression
@Work

Get Help

Resources

The Lodge

For
Employers



Choose Country-Language ▼

[Advanced Search](#)

IMPACT on the Web

The IMPACT EAP offers confidential professional support for work/life matters



impact solutions

Live immediate assistance, 24/7
800-227-6007

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Welcome Kent State University

Thank you for visiting the Confidential IMPACT Solutions Employee Assistance & Work/Life Program on the web. The IMPACT Solutions staff is here for you and your family 24/7. To learn more about what IMPACT provides [click here](#) or call 800-227-6007.

You can also e-mail your account manager, Lisa Kirby, with non-urgent questions by [clicking here](#), or simply call the toll-free hotline at 1-800-227-6007.

We believe that no challenge is too difficult to overcome with the support of qualified professionals and appropriate resources, and we are here to help.

Sincerely,
The IMPACT Solutions Team

Centers

...to schedule a time to talk to one of our cessation specialists.



Depression Awareness & Prevention Center

[Legal & Financial Center](#)



Use the arrows to see more options by scrolling up and down.

Click the icon below for a welcome message from

Click on the icon below to watch

Click below to learn about the Savings Center, financial

Right Direction

Right Direction is a first-of-its-kind initiative to raise awareness about depression in the workplace and its effect on productivity. It promotes early recognition of symptoms and works to reduce the stigma surrounding mental illness.

If you, a co-worker or a loved one suffer from depression, it can feel like being lost in the woods. Right Direction helps put you on a path to the way out. This national initiative raises awareness about depression in the workplace, demystifies symptoms and treatments, and gives you the information you need to get help.

Fully backed and supported by Kent State University, Right Direction is intended to be a starting point on your path to feeling better. Kent State cares about you, and doesn't want you feel lost and confused about how to get help.

Take the first step by visiting RightDirectionForMe.com. It provides a wealth of information about depression in the workplace, as well as an assessment tool and where to go for help.

The most important thing is to reach out for help and not ignore the symptoms!

**Contact your IMPACT Employee Assistance & Work/Life Program
1-800-227-6007**

A Counselor is available at all times to provide you with confidential in-the-moment support, problem-solving, assessment and identification of resources. Complimentary face-to-face counseling is also available, with up to 6 sessions included per problem occurrence.

To learn more about your IMPACT EAP resources, click on the links below:



- In This Issue...
- Workplace Tension
 - Creating an Inclusive Culture
 - How to say no...
 - When you care too much
 - IMPACT Solutions
 - Social Media
 - Did You Know on Depression
 - Feature Webinar: Who's Watching the Kids

De-escalation of Workp

Conflicts in the workplace happen, so de-escalation is a skill everyone should have. C... the number of conflicts and helps present while improving productivity and reducing turnover. 1) Start by agreeing that no one in the work unit should fear conflict. Then, create a tradition of regular meetings to manage tension by sharing frustrations without fear of judgment. 2) Meet regularly to check in, clear the air, and keep the weeds out of your relationships. Don't make the exercise an every-once-in-a-while event. 1) maintenance steps will help you bond, increase bring more joy to your team. When conflicts di ground as your first response rather than overp

Help Your Work Culture

Do you cringe at the idea of accepting dive because you think it means giving up wh so, you misunderstand the value of diver giving up what you believe that no employee or group disrespected. Enormous be that value diversity, but th an affirming and inclusive everyone feels valued. Everyone has a role to p happen.



Compassi

Compassion fatigue is a svt and spiritual depletion. In y of those suffering with met believe from the outset that they counterintuitive—a profession c literature shows common theme fight symptoms. What gets less risk. As with most health and w taking action. Reduce your vuln Realize that prevention is not a i but they will not sustain you an medical trauma and suffering. F by searching "compassion fatig do best.

IMPACT S

Remember—your IMP household memb in over 140 lang everyday life issu so much more. When here to help.

Is Soc

Are social networking utilit communication tools like t phenomenon called "social detachment, resistance, or avoid personal interaction like using d media can make it easier and mc with nonverbal cues, listening, p tone, and engaging in other aspe communication. As you see peo depending more on social media is something that affects you o about choices when communicat Decide first what form of comu should be "transmitted." Think e controlling you.

Information in IMPACT on Welne coun
You can contact IMPACT Solutions. IMPACT on Wel

Did You Know...

IMPACT offers help for Depression?

Everyone occasionally feels blue or sad. But these feelings are usually short-lived and pass within a couple of days. When you have depression, it interferes with daily life and causes pain for both you and those who care about you. Depression is a common but serious illness. According to recent statistics, one in 10 people struggle with depression. Despite advances in treatment, only one-third of people with diagnosable mental health conditions seek care. Many individuals with depression are not aware they even have the condition due to lack of awareness of signs and symptoms.

Recognize the Signs of Depression

- When you're at work, do you feel tired or "foggy"?
- Are you finding it harder to be engaged in your work and maintain your customary performance level?
- Have you missed work because you just couldn't bring yourself to get out of bed and face the day?

If you answered "Yes" to one or more of these questions, you may be experiencing depression in the workplace. Or, perhaps you've noticed a co-worker exhibit these symptoms. It's important to recognize the signs and be willing to reach out – whether for help when you need it or to a friend in need.

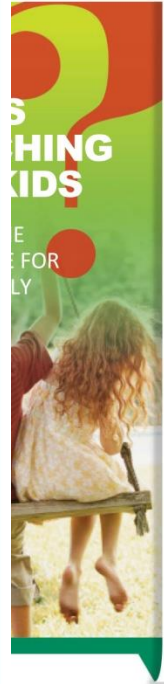
What depression feels like	How it looks to co-workers
Slowed thoughts and difficulty thinking	Poor quality work
Lack of concentration	Procrastination, accidents on the job
Forgetfulness and difficulty remembering	Poor quality work
Trouble making decisions	Procrastination, indecisiveness, slowed productivity
Reduced interest, low motivation	Presenteeism – "just showing up"
Self-medication	Missed deadlines, absenteeism
In MEN – irritability, anger	Poor relationships with co-workers, boss, clients; low morale in workplace
Sleep disturbance, can't get going in the a.m.	Late to work

For more information or help with depression

- Visit www.myimpactsolution.com and enter username KENT. Here you will find resources on depression including a link to **Right Direction**, a *new* resource at Kent State University whose goal is to raise awareness about depression in the workplace, demystify the symptoms and treatments, and give you the information you need to get help.
- Call your IMPACT Employee Assistance & Work/Life Program at 800-227-6007 24 hours a day, 7 days a week. A licensed clinician is available at all times to provide in-the-moment support, problem-solving, assessment and identification of resources.



Having trouble logging in?
No problem, give us a call at IMPACT Solutions, 800-227-6007.



Knowing what to look for is the first step in finding quality child care. Your Employee Support Program has all the information on the types of care available such as centers, family day care homes, nannies, au pairs, and more.

TOLL-FREE:
800-227-6007

WEBSITE:
www.MyIMPACTSolution.com

Available anytime, any day, your Employee Support Program is a free, confidential program to help you balance your work, family, and personal life.

WEBINAR

Home Alone? When Kids "Outgrow" Child Care
May 20 — 12 pm, 2 pm ET

With a cell phone in hand, many tweens feel safe to stay home alone. Learn the signs for readiness, general laws around self-care, and other options for care as children grow and become more independent.





Zappos 
.com
POWERED by SERVICE®

Employee Promotion



KEEP TALKING ABOUT MENTAL HEALTH

Mental Health & Addiction

Whether the addiction is any of a number of compulsive destructive behaviors, the course of addiction is predictable and progressive. Pain, confusion and hopelessness lead to an emotional and physical isolation.

People compulsively gamble, shop or smoke nearly always in reaction to being emotionally stressed, whether or not they have a physical addiction.

THREE C's OF Addictive Behavior

There is a **COMPULSION** to use and to pursue a destructive pattern of behavior. Your priorities change uncomfortably as the compulsion becomes your central focus.

There is an inability to **CONTROL** your behavior, no matter how hard you try. You feel like you are trapped and you are losing the ability to direct your own life.

There is continued destructive behavior despite obvious negative **CONSEQUENCES** involving family, job, and/or health.

Zappos offers employees, and members of their household, **free** Employee Assistance Programs.

Please contact us in Benefits for confidential assistance at:

benefits@zappos.com



the writing's on the wall

What's Goin' on?

Some of this week's events

Tues. 5/20 - Real Results
11:30-12:30 (Grassy area)

Weds. 5/21 -
Casual Lifestyles Presents-
Comfort Around the Clock
10a-2p (PLAZA)

Thurs. 5/22 - Real Results
11:30-12:30 (Grassy area)
LVFR Entertainment
11a-1p (Plaza)

Sat. 5/24 - Ice Cream
Festival
11a-4p Springs Preserv
Located at:
333 S Valley View Blvd, L
Vegas, NV 89107
(702) 822-7700

SEE Confluence Master
Calendar for more detail



RIDDLE ME THIS RIDDLER

RIDDLE #1

I am tough, avoiding me
people often rant.
Most people can handle me,
but some just can't.
I can bring people to justice
and also set them free.
It doesn't get any simpler than
me.
Without me relationships die.
I can even make you smile or...

Mental Health Awareness Fair

Let's talk about it!



{ DATE: MAY 27TH
TIME: 10 AM - 2 PM
PLACE: The Plaza }

Mental H



Let's talk about it!

{ DATE: MAY 27TH
TIME: 10 AM - 2 PM
PLACE: The Plaza }





AMERICAN
PSYCHIATRIC
ASSOCIATION





Happiness Celebration







Employee Health Fair





The Health Issue We Can't Ignore

Three Goals: Talk, Educate and Provide Resources

In need of direction?

If you feel like you're lost in the woods, now you can find your way out.

Your mental health is important, so know that effective resources and solutions are available to help you thrive in the workplace and other areas of life.

There's help.
For more information, visit www.wellspanesp.org.

WELLSPAN
Employee Assistance Program

Right Direction

Right Direction is an effort from the Partnership for Workplace Mental Health, a program of the National Psychological Foundation and Employee Health Coalition, Inc. RightDirection@Me.com

Everyone feels lost in the woods from time to time.
Sometimes, it's a sign we need help.

- Slowed thoughts
- Difficulty making decisions
- Lack of concentration
- Forgetfulness
- Feeling like you're in a fog

All are signs of depression in the workplace.

There's help.
For more information, visit www.wellspanesp.org.

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Participating EAP Providers

To schedule an EAP appointment in the south central Pennsylvania region, call a participating provider location directly.

IMPORTANT - When you call the office of your choice, please say that you would like to use your EAP benefits through WellSpan EAP.

To arrange WellSpan EAP services anywhere outside of south central Pennsylvania, please call us toll-free at 1-800-673-2514. We will refer you to a participating provider near you.

For an expanded listing of provider locations with physical addresses, please visit us on the web at www.wellspaneap.org.

South Central Pennsylvania Region

- | | |
|---|---|
| Adams County
WellSpan Behavioral Health
Gettysburg, (717) 339-2710 | Cumberland County
Behavioral Healthcare
Consultants
Lemoyne, (800) 535-4803 |
| Heritage Behavioral Health
Counseling
Gettysburg, (717) 334-0415 | Cumberland Valley
Counseling Associates
Carlisle, (717) 243-1511 |
| Pennsylvania Counseling
Services
Gettysburg, (717) 337-0026 | Guidance Associates of PA
Camp Hill, (717) 732-2917 |
| TrueNorth Wellness
Services
Gettysburg, (717) 632-4900 | Mock Mays Associates
Carlisle, (717) 258-0214 |
| Berks County
Berks Counseling
Associates
Wyomissing, (610) 373-7005 | Pennsylvania Counseling
Services
Mechanicsburg,
(717) 795-8363 |
| Emotional Wellness
Reading, (610) 779-7272 | Dauphin County
Associated Psychologists
Harrisburg, (717) 657-3867 |
| Pennsylvania Counseling
Services
Reading, (610) 670-7270 | Cornerstone Counseling
Harrisburg, (717) 671-9520 |
| | Guidance Associates of PA
Hershey, (717) 732-2917 |

TrueNorth Wellness
Services
Harrisburg, (717) 632-4900

T.W. Ponessa & Associates
Harrisburg, (800) 437-5405

Franklin County
Greencastle Family
Practice Counseling &
Psychology
Greencastle, (717) 507-0095

Luthersan Counseling
Services
Chambersburg,
(717) 263-9093

Manito, Inc/Laurel Life
Services
Chambersburg,
(717) 261-9853

Pathways Counseling
Services
Chambersburg,
(717) 263-7758

Lancaster County
Behavioral Healthcare
Consultants
Lancaster & Sartz,
(800) 535-4803

Family Resource &
Counseling Centers
Gap, (717) 442-9577

Psychological Associates of
PA
Lancaster, (717) 295-4843

Finding Solutions
Counseling Center
Millersville, (717) 296-0259

Psychological Associates of
Lancaster
Lancaster, (717) 569-8511

Rost & Associates
Lancaster, (717) 392-8077

Samarian Counseling
Center
Lancaster & Mount Joy,
(717) 560-9859

T.W. Ponessa & Associates
Lancaster, (800) 437-5405

Lebanon County
Chris Taylor LCSW
Lebanon, (717) 273-1341

Cobys Family Services
Palmyra, (800) 452-6517

T.W. Ponessa & Associates
Greencastle, (717) 507-0095

York County
WellSpan Behavioral Health
East York, (717) 851-6340

Arrow Counseling
East York, (717) 755-0011

Cognitive Health Solutions
Hanover, (717) 632-8400

York, (717) 749-3659

Hanover Family Practice
Associates
Hanover, (717) 637-7812

Psychological Associates of
PA
East York, (717) 755-0921

Richard Carlson Ph.D.
Hanover, (717) 632-3886

Rost & Associates
York, (717) 843-6561

TrueNorth Wellness
Services
Hanover, York, Shrewsbury,
(717) 632-4900

T.W. Ponessa & Associates
York, (800) 437-5405

WellSpan
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www.wellspanEAP.org

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800-673-2514

Simply call the number above, and tell us that you want to use your EAP benefit. WellSpan EAP maintains a network of providers throughout the United States and will help you find one near you.



www.wellspanEAP.org



Participating EAP Providers



To schedule an EAP appointment in the south central Pennsylvania region, call a participating provider location directly.

IMPORTANT - When you call the office of your choice, please say that you would like to use your EAP benefits through WellSpan EAP.

To arrange WellSpan EAP services anywhere outside of south central Pennsylvania, please call us toll-free at 1-800-673-2514. We will refer you to a participating provider near you.

For an expanded listing of provider locations with physical addresses, please visit us on the web at www.wellspaneap.org.

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|---|---|
| Adams County
WellSpan Behavioral Health
Gettysburg, (717) 339-2710 | Cumberland Valley
Counseling Associates
Carlisle, (717) 243-1511 |
| Heritage Behavioral Health
Counseling
Gettysburg, (717) 334-0415 | Guidance Associates of PA
Camp Hill, (717) 732-2917 |
| Pennsylvania Counseling
Services
Gettysburg, (717) 337-0026 | Mock Mays Associates
Carlisle, (717) 258-0214 |
| TrueNorth Wellness
Services
Gettysburg, (717) 632-4900 | Pennsylvania Counseling
Services
Mechanicsburg, (717) 795-8363 |
| Berks County
Berks Counseling
Associates
Wyomissing, (610) 373-7005 | Dauphin County
Associated Psychologists
Harrisburg, (717) 657-3867 |
| Emotional Wellness
Reading, (610) 779-7272 | Cornerstone Counseling
Harrisburg, (717) 671-9520 |
| Pennsylvania Counseling
Services
Reading, (610) 670-7270 | Guidance Associates of PA
Hershey, (717) 732-2917 |
| Cumberland County
Behavioral Healthcare
Consultants
Lemoyne, (800) 535-4803 | TrueNorth Wellness
Services
Harrisburg, (717) 632-4900 |
| | T.W. Ponessa & Associates
Harrisburg, (800) 437-5405 |

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Are You Ready to Take a Step in the Right Direction?



Marcas Miles
Senior Director, Marketing
& Communications
Employers Health
330-639-2280
mmiles@ehpco.com
www.ehpco.com

Clare Miller
Director, Partnership for
Workplace Mental Health
American Psychiatric Association Foundation
703-907-8673
cmiller@psych.org
www.WorkplaceMentalHealth.org

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