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.
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.


<table>
<thead>
<tr>
<th>What depression feels like</th>
<th>How it looks to co-workers</th>
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<tbody>
<tr>
<td>Deep feelings of sadness</td>
<td>Withdrawal from team, isolates oneself</td>
</tr>
<tr>
<td>Loss of interest in work or social activities</td>
<td>Indifference</td>
</tr>
<tr>
<td>Lack of concentration, slowed thoughts and difficulty thinking</td>
<td>Putting things off, missed deadlines, accidents on the job</td>
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<tr>
<td>Forgetfulness and trouble remembering</td>
<td>Seems &quot;scattered&quot; or absentminded</td>
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<tr>
<td>Trouble making decisions</td>
<td>Procrastination, indecisiveness, slowed productivity</td>
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<tr>
<td>Trouble sleeping or sleeping too much</td>
<td>Late to work, can't get going in the a.m., afternoon fatigue, accidents on the job</td>
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<tr>
<td>Feelings of worthlessness or experiencing inappropriate guilt</td>
<td>Unsure of abilities, lack of confidence</td>
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<tr>
<td>Energy loss or increased fatigue</td>
<td>Low motivation, detached</td>
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<tr>
<td>Irritability, anger or tearfulness</td>
<td>Inappropriate reactions, strained relationships with co-workers or clients</td>
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<tr>
<td>Weight or appetite changes</td>
<td>Change in appearance</td>
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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.


2 - 4 x more health care resources consumed by employees with depression compared to those without.
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.

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<tr>
<th>Neurobiological</th>
<th>1996</th>
<th>2006</th>
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<tbody>
<tr>
<td>Alcohol dependence</td>
<td>38%</td>
<td>47%</td>
</tr>
<tr>
<td>Major depression</td>
<td>54%</td>
<td>67%</td>
</tr>
<tr>
<td>Schizophrenia</td>
<td>76%</td>
<td>86%</td>
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<table>
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<tr>
<th>General med doctor</th>
<th>1996</th>
<th>2006</th>
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<tr>
<td>Alcohol dependence</td>
<td>74%</td>
<td>89%</td>
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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)

<table>
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<th></th>
<th>Major Depression</th>
<th>Alcohol Dependence</th>
<th>Schizophrenia</th>
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<tr>
<td>Unwilling to</td>
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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.
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.
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.
& 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

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.
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.
You RightDirection4Me.com and get started on the path to wellness.

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 more you may not be aware of. For example, weight or appetite changes unrelated to dieting, and difficulty thinking, concentrating or making decisions.
Depression can make you feel lost in the woods alone.
There's help.
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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? Feeling more than normal? Experiencing other symptoms like lack of interest, feeling run down or-thinking poorly about yourself?
Depression can make you feel lost in the woods alone.
There's help.
You RightDirection4Me.com and get started on the path to wellness.
& 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.

Right Direction employer survey February 2015
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.

Right Direction employer survey February 2015
Right Direction
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.
Taking the first step doesn't have to be **UNBEARABLE.**

When you're depressed at work, it can feel like you're lost in the woods alone. But there's help, and you can find your way out.
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
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 does not want to 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:
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.

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<tr>
<td>Reduced interest, low motivation</td>
<td>Presenteeism — “just showing up”</td>
</tr>
<tr>
<td>Self-medication</td>
<td>Missed deadlines, absenteeism</td>
</tr>
<tr>
<td>In MEN – irritability, anger</td>
<td>Poor relationships with co-workers, boss, clients; low morale in workplace</td>
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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.
Right Direction
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 Whizz

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 Preserve)

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 cry.

RIDDLE ME THIS RIDDLER

Mental Health Awareness Fair

Let's talk about it!

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

NO MORE STIGMA!

Mental Health Awareness Fair

Let's talk about it!

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

NO MORE STIGMA!
Right Direction
Happiness Celebration
Employee Health Fair
Right Direction
The Health Issue We Can’t Ignore
Three Goals: Talk, Educate and Provide Resources
& It’s FREE
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
& It's FREE