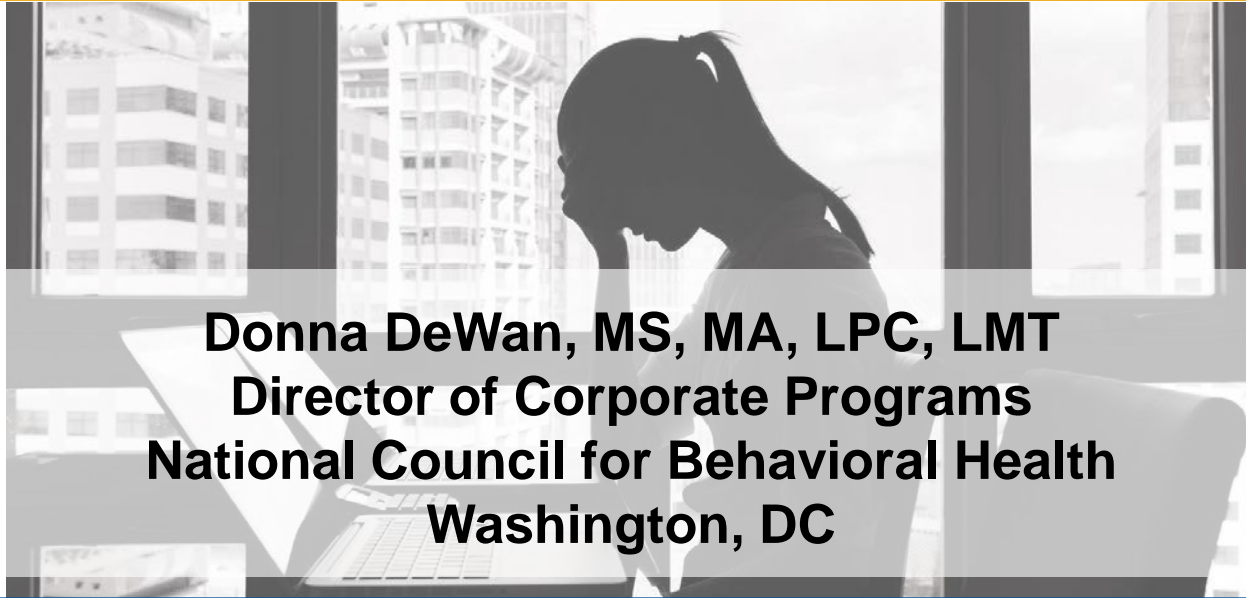


# DEPRESSION IN THE WORKPLACE

Cost, Conversation and Solutions.





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**National Council for Behavioral Health**  
**Washington, DC**





# Depression: The Big Picture



-  More than 90% of employees agree that their mental health and personal concerns roll over into their professional lives and have a direct impact on their job performance.
-  A worker with major depressive disorder averaged 27.2 lost workdays annually due to absence or poor functioning on the job.

# Depression: The Big Picture



-  In 2013, an average of 12% of all workers nationwide stated they had been diagnosed with depression and about half of these – 6.1% of workers – were in treatment.
-  In 2013, 270 Americans died by suicide in the workplace, a 12% increase over 2012.

# The Employee Perspective



- 23% of respondents indicated they have been diagnosed with depression in their lifetime.
- 40% of those respondents indicated taking time off of work—an average of 10 days per year.
- 58% reported not telling their employer about their diagnosis.

# The Employee Perspective



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- 49% felt telling their manager about their depression would place their job at risk.
- As a result of their depression, 64% of respondents reported cognitive-related challenges as defined by difficulty concentrating, indecisiveness and/or forgetfulness, as having the most impact on their ability to perform tasks at work.



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**We have been reluctant**



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**and remiss.**

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Approximately

70%

of Americans with  
**DEPRESSION**  
are in the  
workforce.



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# Depression



- ⊕ Major depressive disorder lasts at least 2 weeks and affects a person's:
  - > Emotions, thinking, behavior and physical well-being
  - > Ability to work and have satisfying relationships












# Signs and Symptoms of Depression



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## Signs

### What we may see

-  Weight change
-  Withdrawal from others
-  Profound sadness
-  Irritability
-  Changes in self care/appearance
-  Personality change
-  Tearfulness
-  Indecisiveness/confusion
-  Disorganized
-  Forgetful
-  Self-criticism

## Symptoms

### What someone may feel

-  Sadness/anxiety
-  Low energy
-  Sleep disturbance
-  Appetite change
-  Headaches
-  Pessimism
-  Loss of sexual desire
-  Unexplained aches and pains
-  Hopelessness
-  Helplessness
-  Thoughts of death and suicide

# Helpful Advice



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# Stigma

*What's your personal bias?*

Problem child

Insane

Fruit loops

Psycho

One sandwich  
short of a picnic

Freak

Nuts

Debbie Downer

Malingerer

Looney

Crazy

Dangerous

# Creating a total health safety net...



- ⊕ Begin the dialogue about mental illness and substance use
- ⊕ Test drive what you offer your employees
- ⊕ Begin from the top down and the bottom up, and meet at middle management
  - > Reduce the stigma of mental health
  - > Increase mental health literacy
  - > Empower your most valuable resource
- ⊕ Partner with your benefits providers
- ⊕ Keep the conversation going

**...by changing mindset.**

# Mental Health First Aid USA



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