



Starting the Dialogue: Depression in the Workplace

Carol A. Kivler, MS, CSP, CMT

In the workplace...

...the topic of depression can be extremely uncomfortable.

...corporate America has buried its head instead of responding to an increasing problem.



Whether an employee is directly or indirectly affected by depression,
American businesses can no longer dodge the issue.

It's time to embrace depression and open up dialogue.



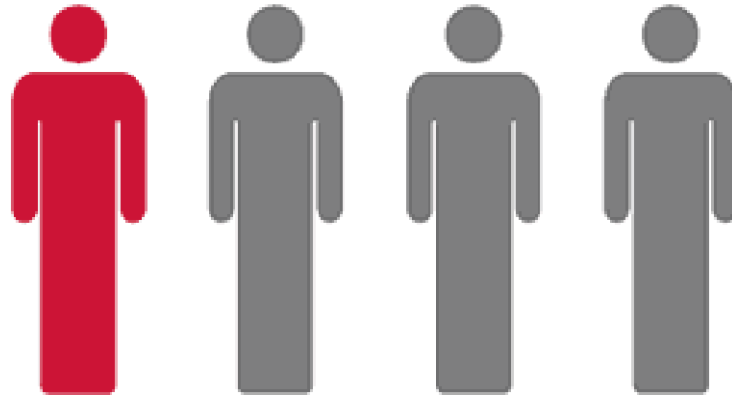


Agenda:

- About Me
- Depression and Impact
- Healthy Workplace Strategies
- Corporate Initiatives
- Q & A (Throughout)

Did You Know?

Last year, the National Institute of Mental Health estimated that 1 in 5 adults in the U.S. – 43m people – lived with a diagnosable mental illness within the previous year and 1 in 25 had a “serious functional impairment due to a mental illness.” Perhaps it’s you, or a co-worker, or your boss, or your employee...

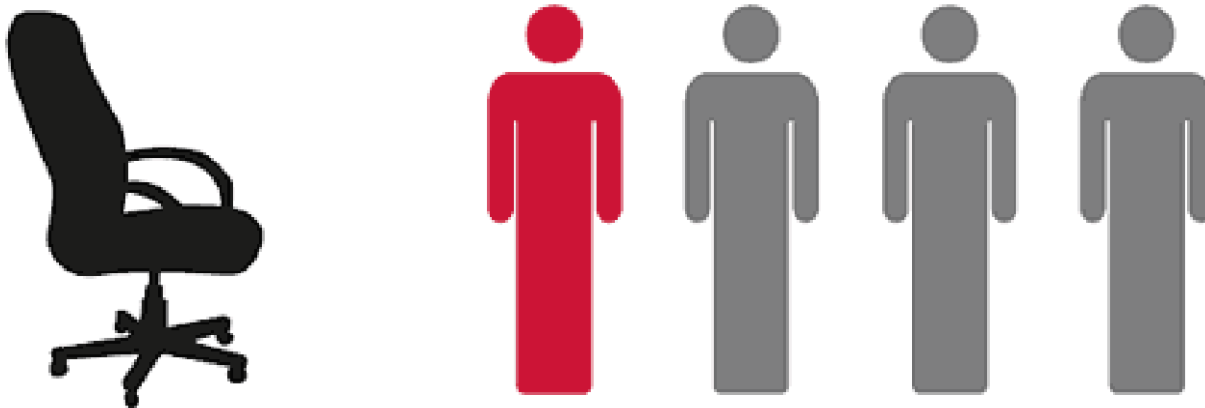


Did You Know?



“Employees and HR professionals are in a powerful position to help reduce stigma that often accompanies mental illness.”

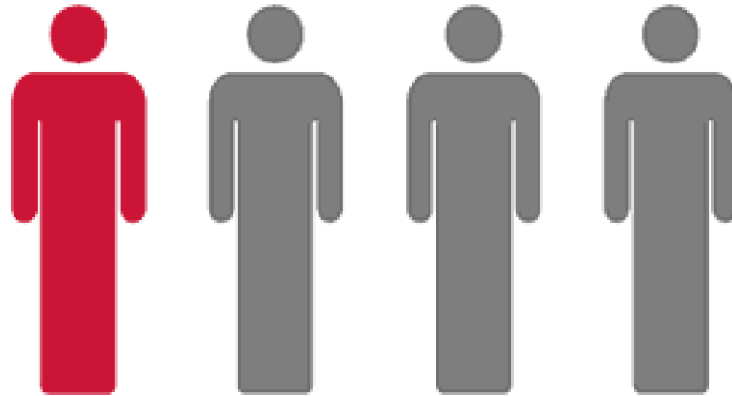
- *Kathy Martinez, assistant secretary of labor for disability employment policy**



*According to “Open Minds” by Dori Meinert, HR Magazine, October 2014

Did You Know?

There are currently **three major programs fully developed** to support HR professionals and their prospective companies in advancing mental health.





Impact

- Depression is the leading cause of disability worldwide, and is a major contributor to the global burden of disease.
- Serious mental illness costs America \$193.2 billion in lost earning every year.
- 90% of those who die by suicide have an underlying mental illness. Suicide is the 10th leading cause of death in the U.S.

- NAMI National Alliance on Mental Illness



Impact on an Organization*

- The leading cause of absenteeism in the United States is depression.
- Untreated employee mental illness produces an indirect cost estimated at \$100B year in the U.S.
- Discrimination charges can be filed against employers involving non-visible disabilities (anxiety, bipolar, PTSD, and depression).
- Negative stereotypes (perpetuated by media or news coverage) damage trust between employers and staff.

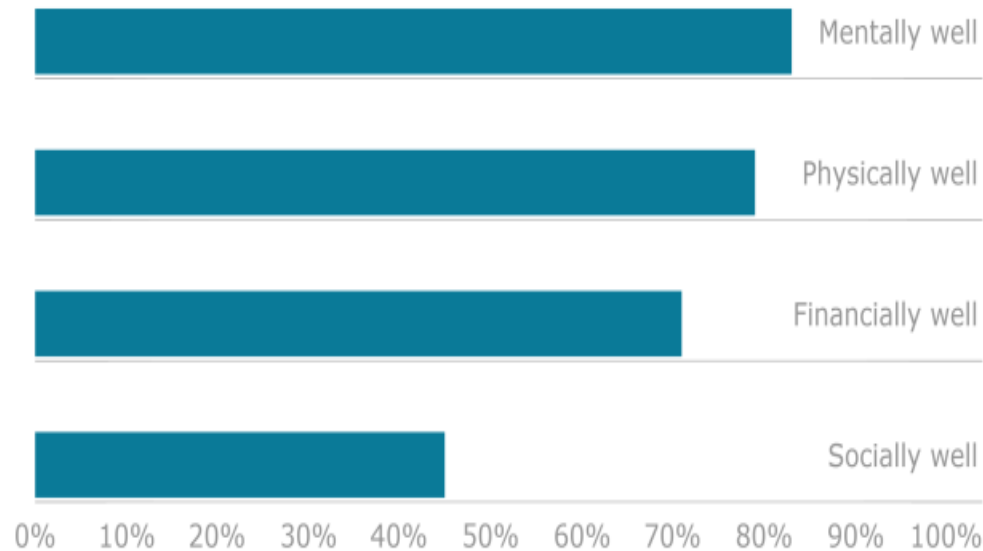
*Sources available upon request.



In a recent study by Aon Consulting, 83% of employees require mental wellness to be the top priority when enrolling in a wellness program.

Signs of a strong wellness culture

Consumers who work in healthy environments are more likely to see each of these pillars as important.



Source: Aon survey, "Consumer Health Mindset"

The Human Cost of Depression (www.RightDirectionForMe.com)



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

The Human Cost of Depression (www.RightDirectionForMe.com)



What depression feels like:	How it looks to co-workers:
Feelings of worthiness 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
Trouble sleeping or sleeping too much	Late to work, can't get going in the morning; afternoon fatigue, accidents on the job



Impact on an Employee:

- Rejection, isolation and feeling marginalized.
- Stigma and misunderstanding inhibit individuals from seeking treatment.
- Symptoms are magnified when the depressed individual suffers in silence.
- Low-self esteem or work related deficiencies lead to interrupted work, absenteeism or premature resignation.
- Lack of former efficiency & unproductive days exacerbates the depression.



Healthy Workplace Strategies

- **Create** a respectful and responsive atmosphere that invites safe conversations.
- **Support** employees affected both directly or indirectly by depression.
- **Boost** awareness about mental illness through education and training.
- **Foster** a stigma-free workplace.
- **Invest** in a formalized EAP “return-to-work” process and ensure all employees are familiar with it.
- **Encourage** a healthy work-life balance.



Healthy Workplace Strategies

Counterproductive:

“Why are you so unhappy all the time? You’re bringing everyone else down!”

“No one said life’s suppose to be easy.”

“Why don’t you focus on work and forget about all that other stuff?”

“You really have to get your life back on track or you’ll lose everything.”

“Think positive – it could be much worse!”

“I suggest you get some help before it’s too late.”





Healthy Workplace Strategies

Productive:

“Something seems to be bothering you. Do you want to talk about it?”

“You haven’t been joining us lately at coffee break – are you okay?”

“I am concerned about you.”

“It’s hard for me to understand what you’re going through, but I can see that it’s distressing for you.”

“Would you like to talk about anything?”

“Please let me know how I can help you.”





Corporate Initiatives:



Partnership for
Workplace
Mental Health™

mental health
WORKS



A program of the
American Psychiatric Foundation



Corporate Initiatives:



Dupont's "ICU Mental Health" (I See You) program was launched in 2012 and designed to improve employee understanding of the overall health of the organization.

Program goals:

- Target stigma of mental illness
- Create recognition of distress in colleagues
- Peer to peer support

Education process:

- Video presentation
- Facilitator guide
- E-learning course

ICU

- Identify (the signs)
- Connect (with the person)
- Understand (the way forward)



Corporate Initiatives:



Right Direction Depression Initiative is an effort from the Partnership for Workplace Mental Health and Employers Health Coalition, Inc.

Program goals:

- Raise awareness about stress and depression in the workplace
- Demystify symptoms and treatments
- Put information in necessary hands

Education process:

Turnkey materials for worksite education to increase employee help-seeking behaviors



Corporate Initiatives:



Mental Health First Aid is an 8-hour course (nominal fee) that gives people the skills to help someone who is developing a mental health problem or experiencing a mental health crisis. The evidence behind the program demonstrates that it does build mental health literacy, helping the public identify, understand, and respond to signs of mental illness.

How Can **You** Help Fight Stigma?

1. Learn more about mental illness!
2. Listen to those who have experienced mental illness.
3. Watch what you say!
4. Talk openly about mental illness.
5. Support mental health treatment.
- 6. SPEAK UP ABOUT STIGMA.**

Source: DMEC (Disability Management Employer Coalition)



CAROL KIVLER

<https://www.facebook.com/CarolKivler>

COURAGEOUS RECOVERY, INC.

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Big Thanks!!

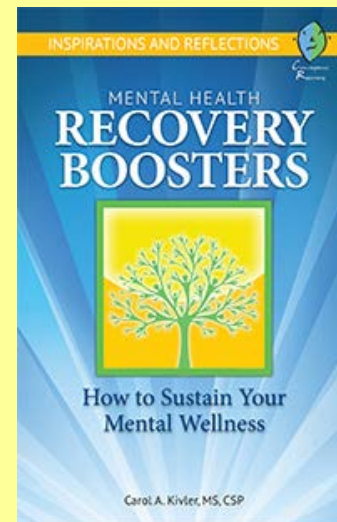
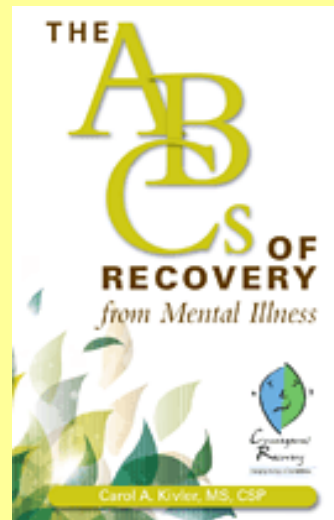
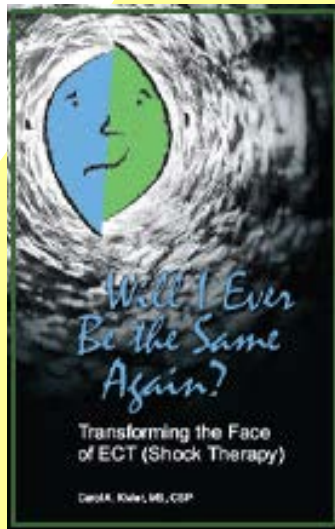


“Companies that adopt inclusive workplace policies outperform their peers.”

- John Roberts, Creator of the Workplace Equality Index

Carol Kivler, MS, CSP, CMT

Mental Health Advocate, Author, Trainer and Speaker



Raising Awareness – Instilling Hope – Combating Stigma

www.carolkivler.com ● 609-882-8988