



Virtual Town Hall

Depression: A Clinical Perspective & the Impact on the Workplace



Welcome

Right Direction offers high impact resources for employers and employees to better understand the impact of depression and the importance of seeking help. Help early & when it's needed.

Created through partnership ...

RightDirectionforMe.com



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Mental Health is the Second Wave of the Pandemic

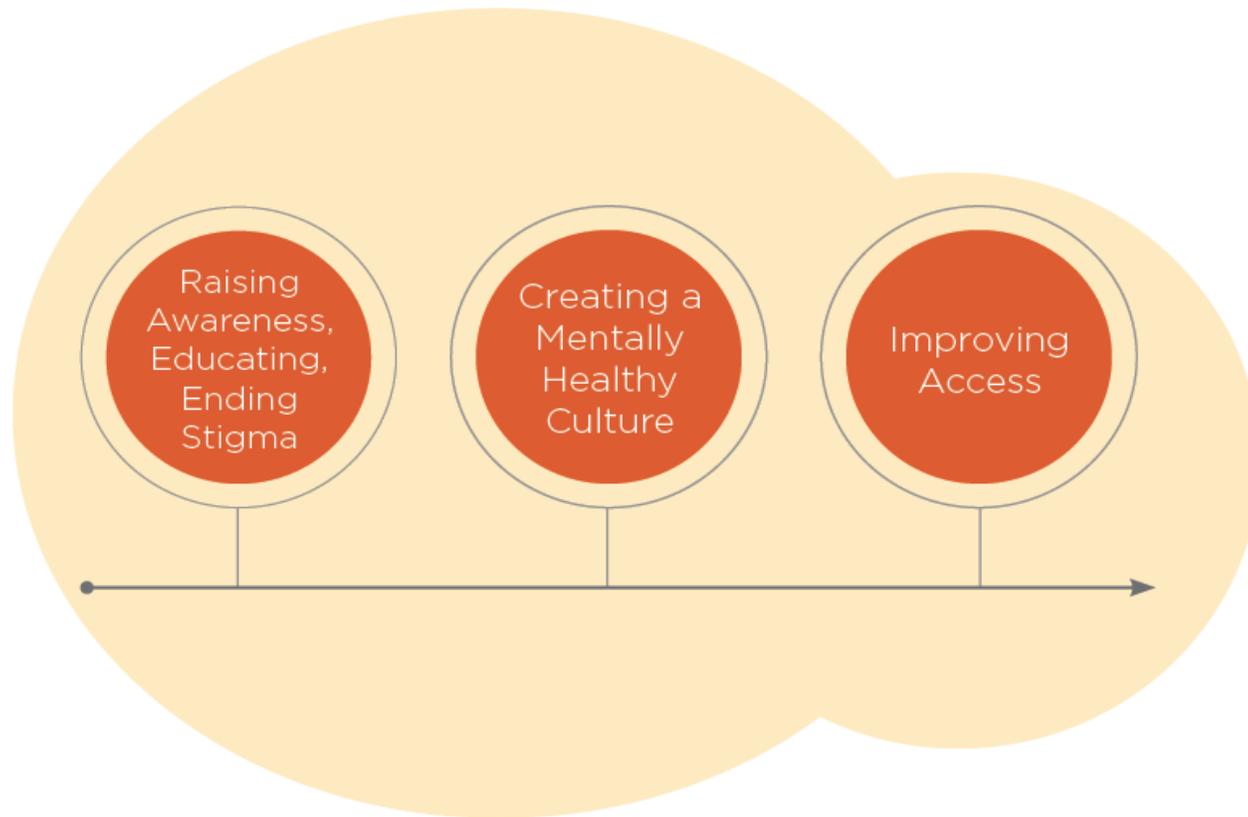
Rates of depression and anxiety symptoms have more than tripled in 2020 when compared with rates in 2019.

- Reporting from U.S. Census March – July 2020

While nation's struggle to manage the initial waves of the death and disruption associated with the pandemic, accumulating evidence indicates another "second wave" is building: rising rates of mental health and substance use disorders.

- JAMA, October 12, 2020

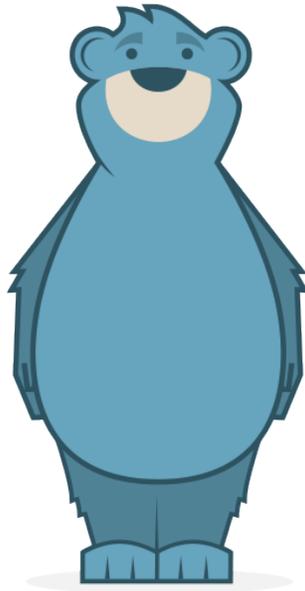
Employers Recognize Mental Health as a High Priority



Right Direction Offers High Impact Resources on Depression

For Employees:

- Signs & What to Do
- Choosing the Right Provider
- Finding Community Support
- Cognitive Effects of Depression
- And much more...



For Employers:

- Raising Awareness
- Building Healthy Org Cultures
- Building Resilience
- Improving Access to Care
- And much more ...

Visit: RightDirectionforMe.com

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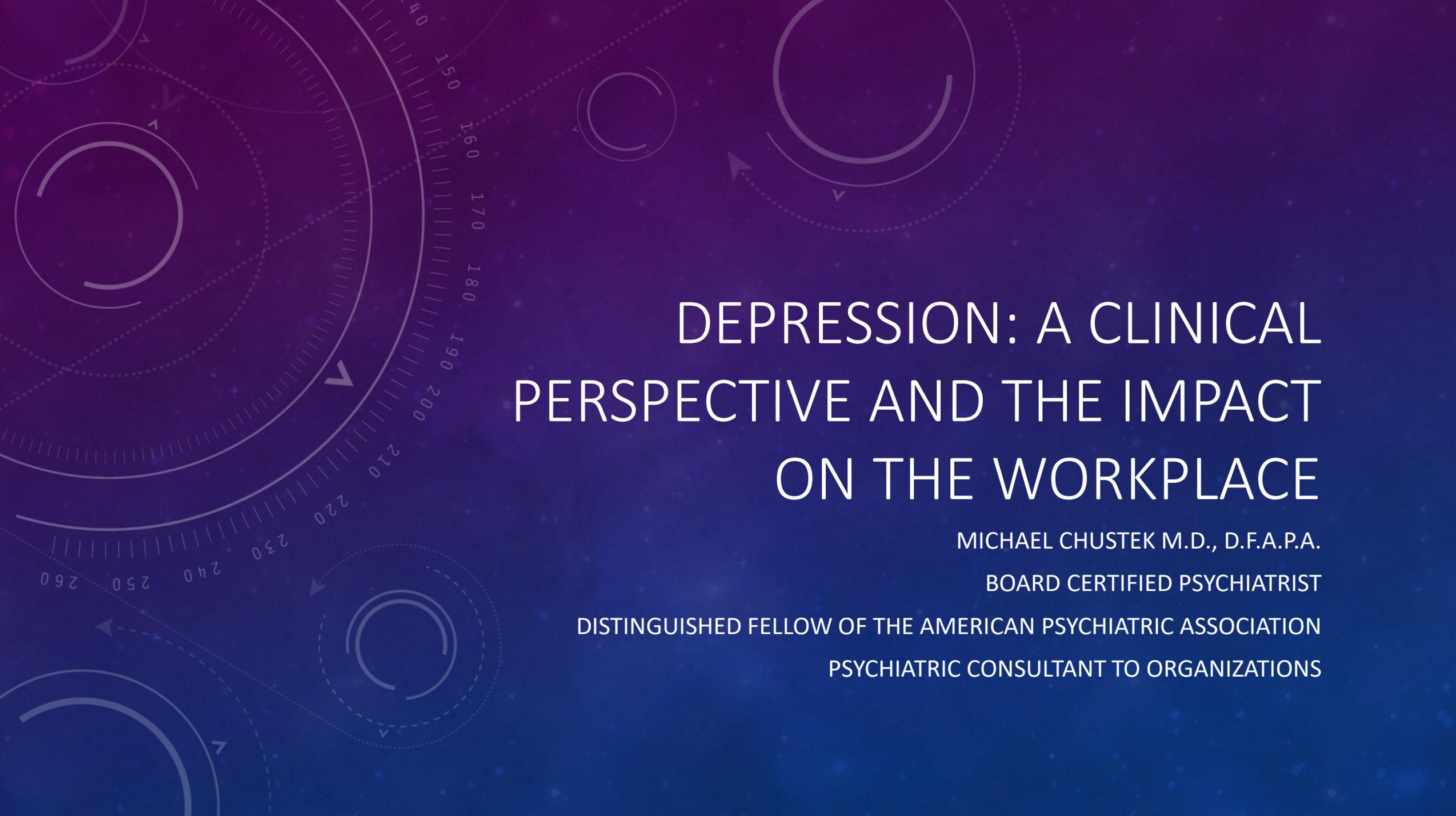
Today's Presenter



Michael Chustek, MD, DFAPA

Board Certified Psychiatrist, APA Distinguished Fellow

- Medical Director of a national practice, providing treatment to individuals in long term care and rehabilitation settings
- St. Barnabas/Clara Maass Hospital (RWJ Barnabas Health), NJ
- Focus of Practice:
 - Helping people succeed in the workplace by addressing & reducing stress
 - Helping organizations create healthier workplace environments by developing programs to reduce workplace stress



DEPRESSION: A CLINICAL PERSPECTIVE AND THE IMPACT ON THE WORKPLACE

MICHAEL CHUSTEK M.D., D.F.A.P.A.

BOARD CERTIFIED PSYCHIATRIST

DISTINGUISHED FELLOW OF THE AMERICAN PSYCHIATRIC ASSOCIATION

PSYCHIATRIC CONSULTANT TO ORGANIZATIONS

Overview

- ▶ Overview of depression
- ▶ Symptoms of depression
- ▶ How does depression impact the workplace?
- ▶ Why should organizations address depression in the workplace?
- ▶ How can organizations support colleagues with depression?
- ▶ How one can access help

Introduction to Depression

- ▶ 1 in 5 Americans experience depression in their lifetime
- ▶ Globally, more than 264 million people suffer from depression
- ▶ Depression can affect an individual's home life as well as work life
- ▶ Depression is a leading cause of disability worldwide
- ▶ Depression can affect anyone
- ▶ Depression can lead to:
 - Other medical issues
 - Unhealthy lifestyle choices
 - Strained relationships
- ▶ Depression is treatable!!

Depression Stats

- ▶ 71% of individuals reported at least one symptoms of stress (headache, feeling overwhelmed, anxious)
- ▶ 72% of people who have daily stress report it interferes with their lives at least moderately
- ▶ Employees say stress and anxiety most impacts their performance, their relationships with co-workers, their quality of work, and relationship with superiors



Sample Case 1

Gary is a 47-year-old male. He is a successful CEO of a technology company, overseeing a team of 30 direct report employees. The job is quite stressful and has started taking a toll on Gary's overall health. He finds himself having a beer each night to deal with the stress. He has also started gaining weight, especially because he has been grabbing meals whenever he can, for example, he will often order 'take out food' and sometimes get meals at the vending machines. He just doesn't have time to prepare healthy meals. He has trouble sleeping at night. He often wakes up exhausted and his days always seem to start off on the wrong foot. He fights frequently with his significant other. He reports he is 'completely stressed and overwhelmed.'

Depression Symptoms

- ▶ Little interest or pleasure in doing things
- ▶ Feeling down, depressed, or hopeless
- ▶ Trouble falling or staying asleep, or sleeping too much
- ▶ Feeling tired or having little energy
- ▶ Poor appetite or overeating
- ▶ Feeling bad about yourself—or that you are a failure or have let yourself or your family down
- ▶ Trouble concentrating on things, such as reading the newspaper or watching television
- ▶ Moving or speaking so slowly that other people could notice
- ▶ Thoughts that you would be better off dead, or of hurting yourself in some way

Sample Case 2

Mary works for a small insurance company. She has noticed that her co-worker, Greg, hasn't been himself lately. Greg has been coming in late to work. Also, Greg seems more distracted than usual and it seems like he 'always has something on his mind.' He has also begun missing days from work, which isn't like him. Greg sometimes looks like he hasn't been taking care of himself as well and seems to have lost a bit of weight. Mary isn't sure what she should do for Greg.

Depression in the Workplace Effects

- Poor concentration
- Decreased productivity
- Increased work-related injury risk
- Distracted
- Absenteeism
- Trouble focusing
- Decreased engagement with work
- Poor Communication with co-workers
- Change in behaviors or mood
- Isolating more
- Increased irritability - short, rude, abrasive
- More distracted, missing deadlines
- Increased tardiness, missed days
- Weight loss/gain
- Presenteeism - present, but not engaged

Factors Exacerbating Depression

- ▶ Coronavirus pandemic
- ▶ Social isolation
- ▶ Economic uncertainty
- ▶ Political climate
- ▶ Work from home: isolation, disconnected, always feel 'on,' difficulty delineating between home and work
- ▶ Information overload - 24/7 news cycle
- ▶ Sandwich generation
- ▶ Social media - creates a feeling of 'missing out.' People are only posting the good things.

Contributing Factors to Workplace Depression

- ▶ Chronic work overload
- ▶ Poor leadership/management styles
- ▶ Poor employee fit
- ▶ Unclear/unrealistic goals
- ▶ Poor resources or tools to achieve goals
- ▶ Lack of communication
- ▶ Promotion of toxic workplace environments
- ▶ Poor work-life balance

Issues Affecting Depression in the Workplace

- ▶ Employees don't want to speak up because of fear, stigma, judgement, and fear of job security
- ▶ Organizations often address issues when problems arise, rather than an ongoing preventative approach
- ▶ Many employers don't have the tools needed to address depression
- ▶ 35% of managers in the workplace lack the resources to address depression with their employees
- ▶ The reluctance to speaking up discourages employees from seeking help

Benefits of Addressing Depression in the Workplace



Lower healthcare costs



Retain valued employees/Less turnover



More productive and engaged workforce



Team cohesion

How Individuals Can Get Help

- ▶ Creating a healthy foundation
- ▶ Acknowledge the problem and reach out for help - don't try to do it alone
- ▶ Many resources available
 - Supervisor, Human resources
 - Friend, colleague, community leaders
 - EAP - Employee Assistance Program
 - Discuss with primary care provider
 - Speaking to someone - counselor, therapist, psychologist, psychiatrist
 - Telepsychiatry makes it so much easier now
 - Smart phone apps also can be helpful - Calm app, headspace
 - Psychologytoday.com - can sort through therapists in your area
 - Right Direction - a community with resources - you are not alone!
Rightdirectionforme.com
- ▶ Remember, depression is treatable!



Healthy Living Strategies

- ▶ Begin with a healthy foundation
 - ▶ Eating healthy, exercise, sufficient sleep
 - ▶ Reducing/eliminating unhealthy habits
 - ▶ Identify precipitants
 - ▶ Practicing stress management strategies
 - ▶ Work on maladaptive thinking styles
- ▶ At work:
 - ▶ Time Management
 - ▶ Organization skills
 - ▶ Conflict resolution
 - ▶ Work-life balance

What Organizations Can Do to Help

- ▶ Increase awareness and education
- ▶ Encourage help seeking behavior
- ▶ Right Direction is a great place to start with customizable resources and a community to share with employees: rightdirectionforme.com
- ▶ Create a culture of wellness - making mental health a priority
 - Workplace wellness programs can identify those at risk and connect them with treatment and put in place supports to help employees reduce and manage mental health better
- ▶ Encourage open communication
- ▶ Provide mental health training to leaders and people managers
 - **Notice. Talk. Act.™ at Work** COMING SOON! For more information, visit: workplacementalhealth.org/NTAatWork

Summary

- ▶ Depression is common
- ▶ Depression in the workplace can have additional negative effects, both on the employee as well as the employer
- ▶ Employees and employers can both benefit when depression is addressed
- ▶ It is important to address symptoms, as depression is treatable

Resources

- ▶ APAF Center for Workplace Mental Health: <http://workplacementalhealth.org/>
- ▶ Depression and Bipolar Support Alliance: <https://www.dbsalliance.org/>
- ▶ Substance Abuse and Mental Health Services (SAMHSA): <https://www.samhsa.gov/>
- ▶ National Institute on Mental Health (NIMH): <https://www.nimh.nih.gov/index.shtml>
- ▶ Anxiety and Depression Association of America (ADAA): <https://adaa.org/>
- ▶ Employee Assistance Program (EAP) through your organization
- ▶ Psychologytoday.com

Citations: CDC, World Health Organization, Anxiety and Depression Association of America, American Psychiatric Association

Contact Info

- ▶ If any questions or comments, please feel free to contact me
- ▶ Links to additional resources are located on www.Chustek.com
- ▶ Contact information:
 - ▶ Phone: 973-722-5678
 - ▶ Email: mchustek@gmail.com

Thank You for the
Generous Support



Join Us for Our Next Virtual Town Hall

Topic:

NOTICE. Talk. Act.™ *at Work*
NEW e-Learning Training Module for
People Managers

Date & Time:

Nov. 17th 2-3:00 p.m. EST

To register visit:

<https://bit.ly/3khPXV3>



Questions & Answers



Take a Step in the Right Direction

Website: RightDirectionforMe.com

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