

Further Information

Help For Major Depression Is Available.

National Mental Health Screening Project

For a free online depression screening, go to www.depression-screening.org/

Mental Health Association in Michigan (MHAM)

For free information on depression (248) 647-1711 www.mha-mi.org/

National Mental Health Association NMHA Information Center

Free materials on a variety of mental health topics, and referrals to local organizations
1-800-969-NMHA

Depression and Bipolar Support Alliance

Information on patient support groups
1-800-826-3632 www.dbsalliance.org

Michigan Psychiatric Society

Information and referrals to psychiatrists in your area
(517) 333-0838 www.mpsonline.org

Michigan Psychological Association

Information and referrals to psychologists in your area
1-800-270-9070
(517) 347-1885 www.michpsych.org

Michigan Alliance for the Mentally Ill

Family support and self-help groups
1-800-950-NAMI (6264) www.nami.org

Hopeline Network

Crisis person available
1-800-Suicide (784-2433)

BlueHealthConnection

Program educates members about their health.

For BCN members: 1-800-637-2972 MiBCN.com (click on BlueHealthConnection)

For BCBSM members: 1-800-775-2583 bcbsm.com (click on Members then BlueHealthConnection)

depression



Depression... Real. Common. Treatable.



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Depression real.common. treatable.



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Depression in the Workplace



Depression Information

- More than 19 million Americans suffer each year from major depression
- A simple, online screening test can help uncover depression
- You cannot treat depression on your own; see your doctor or a qualified mental health professional

You can overcome depression.

Symptoms of Major Depression

See your doctor or mental health professional if you experience five or more of the following symptoms for more than two weeks:

- Persistent sad or anxious mood
- Sleeping too much or too little
- Changes in weight or appetite
- Loss of pleasure or interest in activities
- Feeling restless or irritable
- Persistent physical symptoms that don't respond to treatment
- Difficulty concentrating, remembering or making decisions
- Fatigue or loss of energy
- Feeling guilty, hopeless or worthless
- Thoughts of suicide or death*

* Contact your physician or mental health professional immediately.

Depression is one of the most disabling diseases, affecting up to 10 percent of Americans each year. It affects families, spouses, friends, loved ones and coworkers. People suffering from depression carry this disease with them everywhere, even to the workplace. Depression tends to affect people in their prime working years and, if untreated, may last a lifetime.

Along with heart disease, cancer and AIDS, depressive illnesses are among the most costly diseases. In the United States, depression costs individuals and businesses about \$52 billion each year in absenteeism and lowered productivity at work.¹

Depression causes employees to suffer from symptoms that sap energy, affect their work habits and cause problems with concentration, memory and decision-making. Costs to businesses from their employees who suffer from depression escalate still further if a worker's untreated depression contributes to alcoholism or drug abuse.

Fortunately, with early recognition, intervention and support, up to 80 percent of people with major depression can be successfully treated.

Facts About Depression in the Workplace

- At any one time, nearly one out of every 10 employees experiences depression.
- As many as two-thirds of those suffering from depression do not realize that they have a treatable illness and do not seek treatment.²
- Only 20 percent of those suffering from depression receive appropriate care.³

The key is to recognize the symptoms of depression early and to receive appropriate treatment.

Perception of Depression in the Workplace

A survey, commissioned by the University of Michigan Depression Center and supported by Eli Lilly and Company, found that:

- Most middle managers feel that helping employees with depression is part of their job, but only 18 percent have received the necessary training.
- Ninety percent to 95 percent of managers reported that all employees can acknowledge they have depression and be treated with respect and compassion while only 51 percent of employees reported that they felt the same way.

References:

1. Carli, T. Survey sponsored by University of Michigan Depression Center, 2004.
2. EMedicine, 2004.
3. Greenberg, P. Analysis Group.

Recognize the Symptoms of Major Depression in the Workplace

No two people experience major depression in the same manner. People suffering from depression often experience a number of key symptoms which vary in severity and duration. In addition, depression often manifests itself in the workplace in the following ways:

- Decreased productivity
- Morale problems
- Lack of cooperation
- Excessive fatigue
- Unexplained aches/pains
- Safety problems, accidents
- Excessive absenteeism
- Alcohol and/or drug abuse

What Can a Supervisor Do?

If an employee voluntarily speaks with you about health problems, including feeling down all the time or depressed, keep these points in mind:

- Do not try to diagnose the problem yourself.
- Recommend that any employee experiencing symptoms of depression seek professional help from an EAP counselor or other health or mental health professional.
- Remember that severe depression may be life-threatening to the employee, but rarely to others. If a worker makes comments like, "Life is not worth living" or "People would be better off without me," take the threats seriously. Immediately call an EAP counselor or other specialist and seek advice on how to handle the situation.