Understanding and Coping With Depression: For Managers

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Facilitator: Jonee Anderson
### Example Areas of Assistance

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Features of JHEAP

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Housekeeping Tips for a Successful Session

- WebEx controls appear at the bottom of the screen
- Phone lines are muted, cameras are disabled
- Please DO NOT put your phone on hold
- Questions or comments for the presenter? Use chat and select “All Panelists”
- Questions or comments for the group? Use chat and select “Everyone”
Depression is the “mental state of chronic mental disorders characterized by feelings of sadness, loneliness, despair, low self-esteem…withdrawal from social contacts…”

Medlexicon – Medical Dictionary
Objectives

• Causes of depression
• Symptoms of depression
• Impact of depression
• Ways to give help
• How to get help
Causes of Depression

• Major trauma – death of loved one, postpartum, hormonal, prolonged illness and/or pain, SAD, PMSDD
• Stressors – moving, loss/change of job
• Some types run in families
• Some medicines or drug interactions may lead to depression
• Vascular illness
Depression is more than sadness or grief.

Depression has recognizable mental and physical symptoms.
Mental Symptoms

- Long lasting sadness
- Self-hate, worthlessness
- Helplessness
- Inability to moderate mood or bounce back
- Irritability
Mental Symptoms

- Inability to put things in perspective
- Inability to find or experience joy
- Thoughts of suicide
- Feeling in a hole – out of touch
- Poor concentration and memory
Physical Symptoms

- Aches
- Fatigue – excessive sleepiness
- Insomnia – can't sleep
- Restlessness – have to move
- Loss of appetite – food doesn't taste good
Physical Symptoms

• Loss of interest in activities – work, social, and sex
• Spontaneous and/or excessive crying
• Weight gain or loss – more than 5% in a month
• Self-medicating – alcohol, illegal drugs
• Self-abusive behaviors – cutting, poor hygiene
A doctor will diagnose depression using a screening questionnaire which will allow the doctor to determine whether to order other tests such as a thyroid panel, screen for drug interactions, or to make other referrals to other doctors.
Effects of Depression

• Inability to do job well
• Deteriorating family and friend relationships
• Losing things
• Money problems
• Anxiety
• Depression is costly to individuals, families, and business
Kinds of Depression

- Major depressive disorder (MDD)
- Dysthymic disorder
- Psychotic
- Seasonal affective disorder (SAD)
- Bipolar disorder
Commonly Co-existing Illnesses

- Generalized anxiety disorder
- Obsessive-compulsive disorder
- Post Traumatic Stress Disorder
- Heart disease, stroke, cancer, HIV/AIDS, diabetes, and Parkinson's disease
Treatment

• Behavior therapy
• Talk therapy
• Medicine
• Electro Shock Therapy – ECT
Helping a Friend or Loved One

- Offer support
- Listen and talk
- Encourage social activity and exercise
- Help with doctor's appointments – schedule, attend
- Be non-judgmental
- Remind them treatment takes time
- Never ignore talk of suicide
Talking to a Person You Believe Needs Help

• I have been feeling concerned about you lately
• Recently I noticed some differences in you and wondered how you are doing lately.
• I wanted to check in with you because you haven’t seemed yourself lately.
Talking to a Person You Believe Needs Help: Dos and Don’ts for Managers

- Effective managers of people
- Need policies to support structure
- Review procedures
- Fundamental performance expectations
Talking to a Person You Believe Needs Help: Tips for Managers

Consider the following questions:

• Does this behavior interfere with work?
• Do other employees complain about it?
• Would the standard for this one employee apply to all the others?
• Is this a one-time event or part of a pattern?
• Do any company policies support the view that the behavior needs to change?
Talking to a Person You Believe Needs Help: Examples

Record
  • Record observable patterns

Private
  • Speak with the individual in a private – closed-door discussion

Discuss
  • Discuss the problem

Indicate
  • Indicate how the behavior affects everyone else
Helping Yourself

• See you doctor if symptoms persist or are recognized by friends or family
• Go to more than one doctor if necessary
• Seek out people who make you feel good
• Postpone important decisions – buying home, marriage, new job
• Exercise
• Meditate
• Learn about depression
Finding Help

• Many sources of help
• Family doctor
• Psychiatrists
• Psychologists
• LCSW
• Bereavement counselors
• Peer support groups
Hope for Depression: Highly Treatable
Webinar Evaluation Survey

Scan the QR code to fill out the evaluation survey!

https://www.surveymonkey.com/r/HRJVSFY

THANK YOU!
Thank you!

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