

JOHNS HOPKINS
UNIVERSITY & MEDICINE



Understanding and Coping With Depression: For Managers

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Example Areas of Assistance



EMOTIONAL WELLBEING	CHILDCARE	ADULT AND ELDERCARE	DAILY LIVING	LEGAL AND FINANCIAL
Stress, Anxiety, Depression	Locating Childcare	Aging	Home Improvement	Identity Theft
Life Transitions	Parenting/Child Development	Housing Options	Pet Care	Wills and Estate Planning
Relationship and Family Concerns	Adoption	Caregiver Support	Moving and Relocation	Divorce and Custody
Grief and Trauma	Education	Medicare and Medicaid	Event Planning	Bankruptcy
Addiction and Recovery	Work/Family Balance	Community Resources	Travel/Leisure	Budgeting and Debt/Credit Management
Workplace Issues		Adults with Disabilities	Disaster Recovery	Saving for the Future

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Definition

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

Diagnosis

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

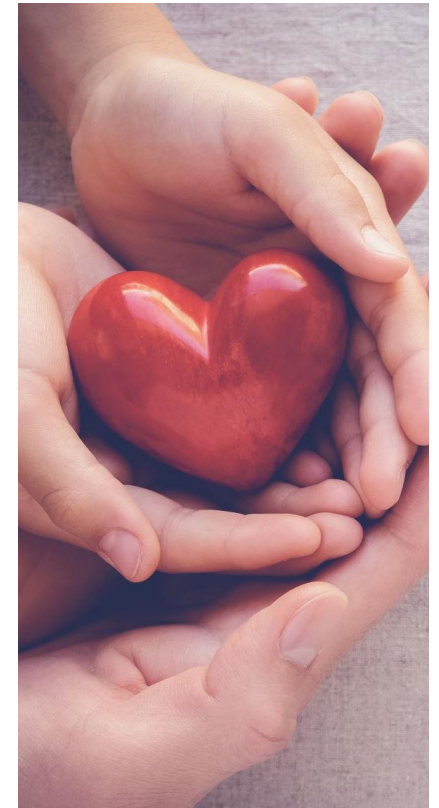
Treatment

- 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

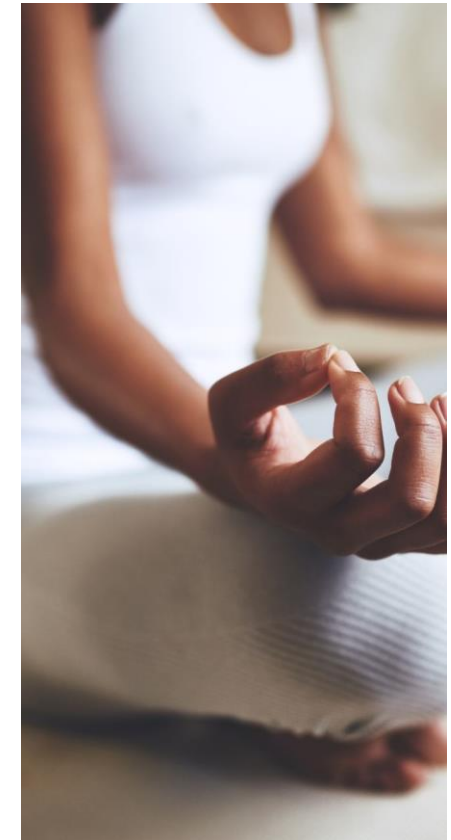
- Discuss the problem

Indicate

- Indicate how the behavior affects everyone else

Helping Yourself

- See your 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

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