



THE MANAGER'S OUTLOOK

MANAGER'S AND SUPERVISOR'S BULLETIN

APRIL-JUNE 2006

THE IMPACT OF DEPRESSION IN THE WORKPLACE

You are the manager of an employee who is increasingly absent both on and off the job and whose job performance is deteriorating. What can you do? You can look the other way and hope the problem will disappear. You can discipline the employee hoping that his/her behavior will turn around. Or, you can refer the employee to your company sponsored Employee Assistance Program for help.

The Benefits of Partnering with Your EAP

Help is available for employees with performance problems resulting from personal problems such as major depression. As a manager or supervisor, you can turn to your EAP for help. While it is imperative that you never diagnose an employee's personal problem, it is within your realm to identify job performance problems, and then decide if a referral to the EAP is your next best step toward resolving the problem. By partnering with your EAP in the consultation and referral process, you may actually be helping to save someone's life.

The High Cost of Depression

When personal problems such as depression are left untreated, it can take a toll not only on the affected individual but can also spill over into the workplace, thus affecting others. Major depression is actually the fourth leading cause of death and disability in the world. According to The National Institute of Mental Health, nearly 19 million Americans have a depressive disorder at any given time - nearly 10% of the US population age 18 and over.

It is estimated that for each person who experiences major depression, over 8 hours of productivity is lost weekly. The estimated total cost of lost productivity as a result of depression is \$44 billion dollars annually.

The Causes and Treatment of Depression

Major depression can occur after a significant loss or distressing change in someone's life. It is not just a slump in mood, but rather an on-going sadness that can interfere with one's ability to enjoy work and family life. Feelings of hopelessness can affect the individual to the point where it is nearly impossible to reach out to others.

Depression can be successfully treated, usually through a combination of support, medical intervention, counseling sessions and self-help. A visit to a professional behavioral healthcare provider or medical doctor for a diagnosis is the best first step in getting help.

Call your EAP Today For More Information

For more information, call your toll-free EAP number and ask to speak with your EAP account manager. Unlimited consultation/referral services are available to you as a manager or supervisor for all performance-based problems resulting from an employee's personal problems. Remember, by calling today you may be helping to save someone's life.