



## Depression in the Workplace

What we don't know **can** hurt us

# Today's Agenda

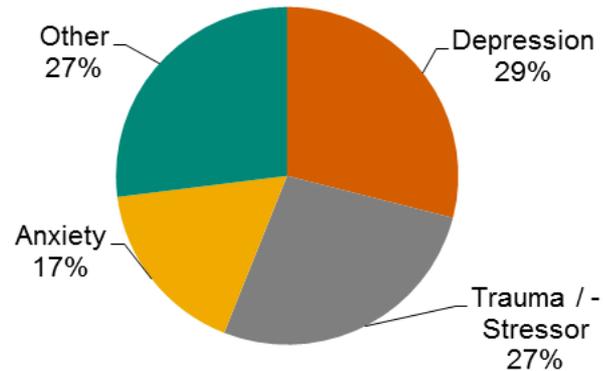
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- Introduction
- Common Diagnosis Trends
- Defining Depression (and Anxiety)
- Recognizing Symptoms in the Workplace
- Workplace Costs of Depression
- Defining Substance Use to Address Depression
- When to Talk to a Professional Counselor
- Referral Resources

# Mental Health Breakdown for State of Ohio Members

## Mental Health - Prevalence

■ Depression ■ Trauma / -Stressor ■ Anxiety ■ Other



Depression is most prevalent diagnosis for State of Ohio Employees, Spouses

- Trauma /-Stressor is second

Trauma /-Stressor is top among Dependent Children

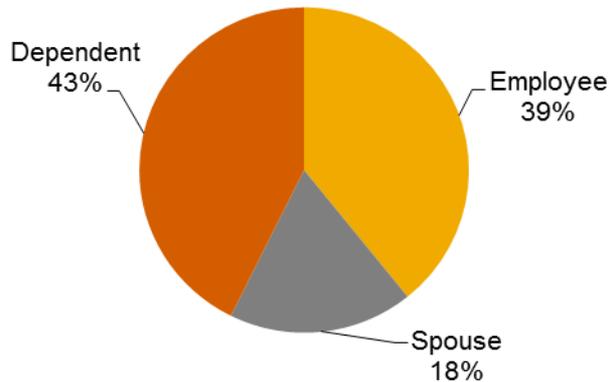
- Depression is second

42% of claimants receiving treatment for Depression were diagnosed with Major Depression

# Substance Use Breakdown for State of Ohio Members

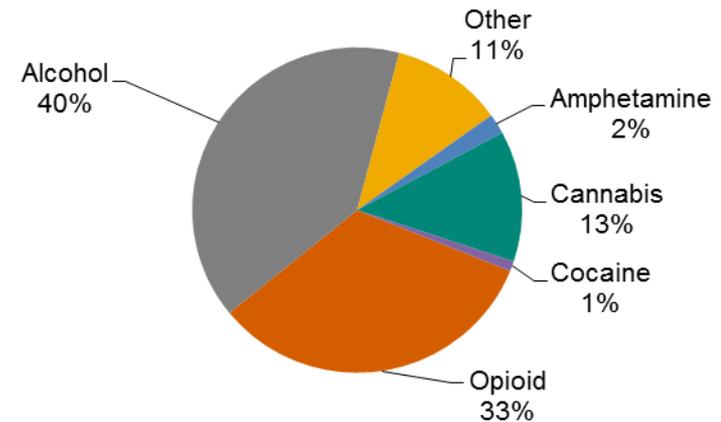
## Demographic Split

Employee Spouse Dependent



## Substance Use - By Type

Opioid Alcohol Other Amphetamine Cannabis Cocaine



Employees are more likely to be treated for alcohol addiction

Dependent children are more likely to be treated for Opioid addiction, and are more likely to go out-of-state for that treatment

# Defining Depression

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**An intense and overwhelming feeling which dulls our ability to function effectively, leaves us feeling joyless and uninterested in activities we normally enjoy, and disrupts our normal routine.**

# Costs of Depression in the Workplace

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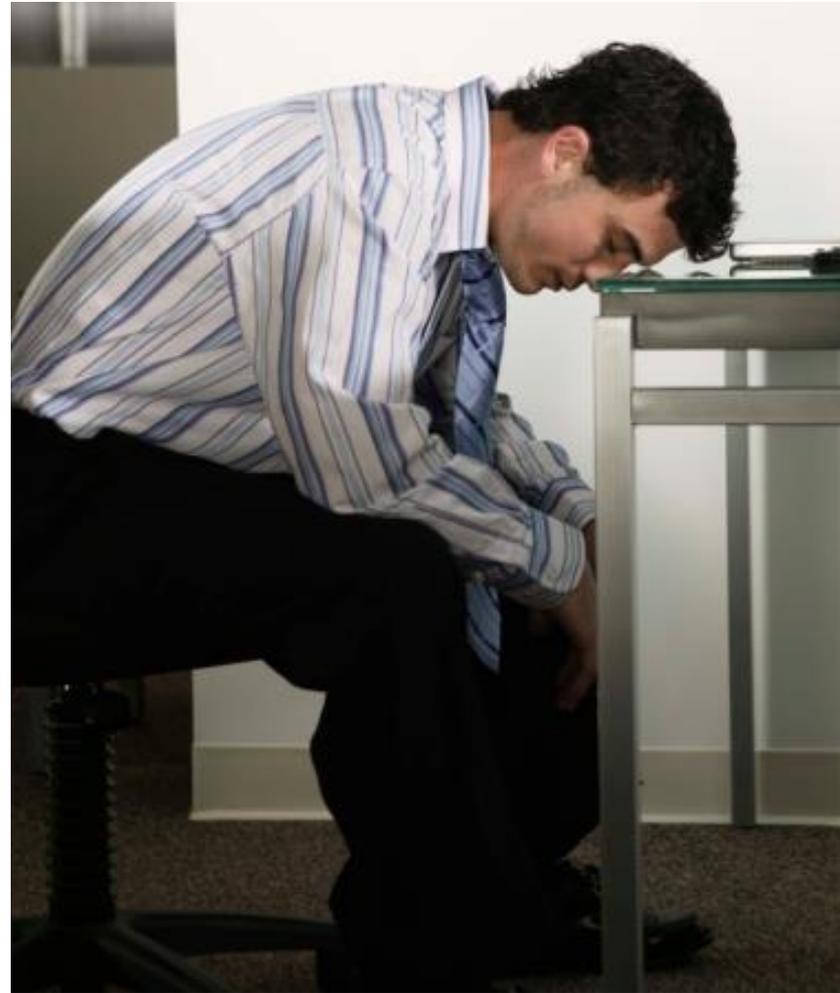
Costs up to \$44 billion annually

200 million working days lost

18.8 million people affected annually, 9.5%

## According to the World Health Organization:

- Average annual cost for employees with depression may be 4.2 times higher
- Disability rate is 2 times higher
- Estimate that in 4 to 9 years, stress will be the #1 source of chronic illness
- In many developed countries, 35% to 45% of absenteeism from work is due to mental health problems most often related to some type of depression



# Recognizing Depression in the Workplace

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Reduced productivity, morale, motivation, interaction, cooperation

Increased accidents, absenteeism, distractibility

Flat affect

Change in personal appearance

Slowed work performance

Poor decision-making/  
comprehension

# Recognizing the Signs of Substance Use in the Workplace

## Attendance and Absenteeism

- Unauthorized leave
- Increased lateness
- Excessive sick leave
- Repeated absences
- Leaving work early

## Health or Safety

- On-the-job accidents
- Ignoring safety rules
- Using equipment recklessly
- Neglect the well-being of colleagues
- Taking needless risks

## On-the-Job Absenteeism

- Continued absence from work area
- Frequent trips to the water fountain or bathroom
- Long coffee breaks
- Physical illness on the job

## Work Patterns

- Difficulty concentrating
- Taking more time
- Requiring great effort
- Confusion, e.g. difficulty recalling own errors

# What Causes Substance Use/Abuse?

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## Family History

Genetic Predisposition

## Poorly developed coping skills

## Social Pressures

- Fit in with particular group
- Feel more at ease in a social setting

## Stress/Anxiety

- Means to escape problems
- Way to reduce stress

## Mental Health Triggers

- Anxiety disorders
- Trauma
- Depression
- Other psychological illnesses

# Substance Abuse: Is there a problem?

**Substance Use Disorder is not a character flaw or sign of weakness-  
It is a chronic life-threatening condition**

- ✓ Do you keep your use a secret from others?
- ✓ Are friends and coworkers concerned about your use?
- ✓ Do you find any excuse to drink or do drugs?
- ✓ Do I use in order to “feel better” or otherwise change the way I am feeling?
- ✓ Has your use increased over time?
- ✓ Do you make promises to stop or cut back, but never follow through?
- ✓ Do you tell yourself the health and social problems connected with your use are blown out of proportion?
- ✓ Have you ever had a “blackout” (memory lapse) after use?
- ✓ Do you feel regret or shame after using, or after an activity you did while using?
- ✓ Do you spend more money than you can afford on alcohol or drugs?
- ✓ Is there a risk associated with the activity or behavior, such as monetary loss or physical danger?
- ✓ Do you look forward to engaging in alcohol or drug use?

**Yes to three or more of these questions could mean a risk for Substance Use Disorder**



# Depression Anxiety and Substance Use: How to Address

Medical



Supervisory



Counseling



# When to Talk to a Professional Counselor

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- Emotions feel unwieldy
- Nervousness or irritability impacting work performance (Anxiety)
- Use of drugs/alcohol to cope including inability to control use
- Reckless behavior
- Decrease in work performance
- Interpersonal difficulties
- Disrupted sleep/ appetite patterns
- Suicidal thoughts



# Importance of Using In-Network Providers

## Benefits of Using Network Providers

- Research shows that recovery and resiliency is more likely to be successful when seeking treatment from a local provider in your health plan's network
- Allows the elements of a long-term recovery plan to work together
- Enables individuals to stay connected with their loved ones and peers to build a support network around them
- Supports frequent access to trusted clinical care that follows best practices during each step to recovery

## Concerns with Using Non-Network Providers

- Choosing out of network providers is risky as no one is routinely checking if programs offer even minimum standards of care
- There is little recourse if the care is poor or not as promised
- Optum monitors contracted providers to ensure they meet the highest standards and are held accountable for the quality of care they deliver
- Network providers are committed to evidence-based practices and have a proven track record of positive results
- Out of pocket costs are significantly more than staying in-network

# Self-Help Tips



# Family Support Program

Need support with a teenager or young adult with a substance abuse problem – we can help!

- Part of your benefit plan at no extra cost
- Program gives you phone access to licensed clinicians who will **assess, educate, support** and manage cases of children or adult dependents with substance use disorders (alcohol/drugs).
- Ongoing support and follow-up and it's a household benefit
- Call 877-229-3440
- Available toll free Monday – Friday from 11:30am to 8:00pm ET



## Family Support Program



Having a teenager or young adult with a substance abuse problem can leave you feeling scared, confused, and hopeless. But we can help.

Your health plan now offers the Family Support Program to help you care for a dependent who has a substance abuse problem. The program can help you with a child who is up to age 25.

### What does the Family Support Program offer?

The Family Support Program gives you phone access to licensed clinicians who will assess, educate, support and manage cases of children or adult dependents with substance use disorders (alcohol or drugs). These specialists are licensed mental health clinicians with in-depth knowledge of alcohol or drug addictions and treatment.

### How does the Family Support Program work?

The program is available to you at no additional charge. When you call the program, a family support specialist will do a complete and in-depth assessment of your situation. He or she will:

- **Educate** you about addiction and community resources for you and your loved one
- **Guide** you through treatment options and refer you to the appropriate treatment centers or clinicians
- **Support** you in communicating with your child and taking care of yourself and other family members by providing connections to support services

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### Take the first step.

Call us toll-free  
Monday through Friday from  
11:30 a.m. to 8:00 p.m. EST

**877-229-3440**

This number has been  
specifically designated for  
the Family Support Program.  
TODAY: Dial 711 and enter  
the number above.

Or log on to  
[liveandworkwell.com](http://liveandworkwell.com).

Access code: 00832

# Substance Use Treatment Helpline

## Family Based Program

- Supports employees and their loved ones when seeking treatment for substance use issues

## 24/7 Free Helpline

- Connect immediately to a licensed clinician who will listen, evaluate, and arrange for a prompt, face-to-face assessment with a trusted network specialist
- Specialist will then create a unique member-centered care strategy — usually within 24 hours

## Family Advocacy

- Once treatment begins, a dedicated licensed Care Advocate is assigned to help guide the individual both during, and after, treatment
- Also supports the family with issues such as how to cope with emotional stress, and building family-based strategies to support long-term recovery



**1-855-780-5955**  
Substance Use  
Treatment Helpline  
24/7 access to our specially  
trained experts

# Information, tools and support at [www.liveandworkwell.com](http://www.liveandworkwell.com)

One of the most recognized and reliable sources of information, tools and support.

Organized into three main areas:

- 1 **LiveWell:** Life, family and relationships
- 2 **BeWell:** Health and well-being
- 3 **WorkWell:** Education, work and career

[www.liveandworkwell.com](http://www.liveandworkwell.com)  
Access code: 00832



# Resources Available on Live and Work Well

- Find information you need from 5,000+ articles, discussion boards, videos, podcasts, webinars, and newsletters
- Search databases for resources on:
  - Child care and elder care
  - Schools and colleges
  - Health, alternative medicine, drug interactions
  - And more
- Find a clinician
- Legal and financial information
  - Budgeting tools, retirement planner, financial calculators, will kits, library of legal documents
- Take our self-assessments
- Create personal plans for reducing stress, quitting smoking, and reaching other goals
- Send caring e-cards



# State of Ohio Key Resources

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## State of Ohio EAP

1-800-221-6327  
Email: [oeap@das.ohio.gov](mailto:oeap@das.ohio.gov)

**Ohio DAS Website**  
[das.ohio.gov](http://das.ohio.gov)

## Optum Behavioral Solutions

1-800-852-1091  
[www.liveandworkwell.com](http://www.liveandworkwell.com)  
Access code: 00832

## Family Support Program

1-877-229-3440  
M-F 11:30a – 8:00p ET

## Substance Use Helpline

1-855-780-5955  
24/7  
[www.liveandworkwell.com/recovery](http://www.liveandworkwell.com/recovery)

# Community Resources

Resource	Address	Phone	Website	Notes
Alcoholics Anonymous	Call for meeting times and locations	(614) 253-8501	<a href="http://aacentroloho.org">aacentroloho.org</a>	
Al-Anon/Ala-Teen	Call for meeting times and locations	(888) 425-2666	<a href="http://ohioal-anon.org">ohioal-anon.org</a>	
Adult Children of Alcoholics	Call for meeting times and locations	(614) 253-2701		
Narcotics Anonymous	Call for meeting times and locations	(614) 252-1700	<a href="http://nacentraloh.org">nacentraloh.org</a>	
Nar-Anon Family Groups	Call for meeting times and locations	(614) 470-3428		
Families Anonymous	Call for meeting times and locations	(614) 228-4673		Support groups for adult family members and parents of chemically dependent persons
Depression Support Group	4131 N. High Street, Columbus	(614) 261-1040	<a href="http://overbrookchurch.org">overbrookchurch.org</a>	
Suicide Prevention Hotline		(614) 221-5445		Toll-free (800) 273-8255
Dual Diagnosis Support Group	96 S. Grant Ave, Columbus	(614) 232-8746		12 Step program for individuals who are in recovery from drug or alcohol addiction and have a mental illness. Walk-in from Noon to 1 pm on last Friday of month
Bipolar Anonymous	Maple Grove UM Church 7 W. Henderson, Columbus	(614) 895-1002	<a href="http://Maplegroveumc.org/638664">Maplegroveumc.org/638664</a>	Meet in basement on Thursdays 7 pm.
Recovery Inc.	Brookwood Presbyterian Church 2685 E. Livingston St., Columbus	(614) 236-9979		Self-help group for individuals 18 and older, family, friends, who have mental health symptoms.



**Thank you for attending today's presentation.**