Depression in the Workplace

What we don’t know can hurt us
Today’s Agenda

- 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
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
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

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

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

- 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

<table>
<thead>
<tr>
<th>Attendance and Absenteeism</th>
<th>Health or Safety</th>
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<tbody>
<tr>
<td>Unauthorized leave</td>
<td>On-the-job accidents</td>
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<tr>
<td>Increased lateness</td>
<td>Ignoring safety rules</td>
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<tr>
<td>Excessive sick leave</td>
<td>Using equipment recklessly</td>
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<tr>
<td>Repeated absences</td>
<td>Neglect the well-being of colleagues</td>
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<td>Leaving work early</td>
<td>Taking needless risks</td>
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<thead>
<tr>
<th>On-the-Job Absenteeism</th>
<th>Work Patterns</th>
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<tr>
<td>Continued absence from work area</td>
<td>Difficulty concentrating</td>
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<td>Frequent trips to the water fountain or bathroom</td>
<td>Taking more time</td>
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<tr>
<td>Long coffee breaks</td>
<td>Requiring great effort</td>
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<tr>
<td>Physical illness on the job</td>
<td>Confusion, e.g. difficulty recalling own errors</td>
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What Causes Substance Use/Abuse?

- **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
When to Talk to a Professional Counselor

- 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

- Take a time-out – do yoga, listen to music, meditate, take deep breathes
- Eat well-balanced meals and don’t skip meals
- Limit alcohol and caffeine, which can aggravate anxiety and trigger panic attacks
- Get enough sleep – boost both mental and physical health
- Maintain a positive attitude – try to push away negative thoughts
- A good laugh can be healing
- Accept those things you cannot control – helps put stress and anxiety in perspective
- Do your best rather than aiming for perfection
- Get and stay involved by volunteering – look for ways to be active in your community
- Identify your anxiety triggers (school, work, family or other source)
- Keep a journal – helps to see that some days are better than others
- Talk to a friend, your physician or a therapist – join online support groups
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
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

Proprietary and Confidential. Do not distribute.
Information, tools and support at 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
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

State of Ohio EAP
1-800-221-6327
Email: oeap@das.ohio.gov

Ohio DAS Website
das.ohio.gov

Optum Behavioral Solutions
1-800-852-1091
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
# Community Resources

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