Depression and Anxiety in the Workplace
Julie Holden, SVP, Central & Atlantic Canada
SEB Benefits & HR Consulting Inc.
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Important! Send questions/comments to: ‘Host & Presenter’
Presenter

Julie Holden
SEB Benefits & HR Consulting Inc.
Agenda

• Mental Health – The Facts
• What is Depression?
  • Effects of depression
  • Depression in the workplace
• What is Anxiety?
  • Signs and symptoms
  • Risk Factors
• What is Stigma?
• Accommodation and Return to Work
• Questions
• Every week, **500,000** people will not go to work due to mental illness.

• **1 in 5** Canadians will experience a mental health challenge this year.

• Mental illness in Canada costs an estimated **$51 billion** per year and of that, **$20 billion** is attributed to lost productivity in the workplace.

MENTAL ILLNESS
COMMON • COMPLEX • CO-MORBID

1 in 3
Lifetime Affected

- 1 in 4 of adults in a year affected
- 7 out of 10 are in the workplace.
- Depression, anxiety most common
- 1 in 2 have multiple Mental Health conditions at same time.

Mental Disorders

Alcohol Drugs

Health Problems

- 1 in 3 mental health cases also have substance or other addiction problems at the same time.

- Almost half of mental health cases also have other medical conditions: Heart disease, diabetes, cancer etc.

Dewa et al. (2004), Kessler et al. (2005), NIMH (2008), Urbanoski et al. (2007)
WHAT IS DEPRESSION?

What is depression?
Depression is much more than simple unhappiness. Clinical depression, sometimes called major depression, is a complex mood disorder caused by various factors, including genetic predisposition, personality, stress and brain chemistry. While it can suddenly go into remission, depression is not something that people can “get over” by their own effort.

Signs & symptoms of depression
The main symptom of depression is a sad, despairing mood that:

• is present most days and lasts most of the day
• lasts for more than two weeks
• impairs the person’s performance at work, at school or in social relationships.
EFFECTS OF DEPRESSION

Effects on Emotion
• Sadness, anxiety, guilt, anger, mood swings, lack of emotional responsiveness, helplessness, hopelessness, irritability

Effects on Thinking
• Self-criticism, self-blame, worry, pessimism, impaired memory, difficulty concentrating, difficulty making decisions, confusion, belief others see them in a negative light, thoughts of death and suicide

Effects on Behaviour
• Crying spells, withdrawal from others, neglect of responsibilities, loss of interest in personal appearance, loss of motivation

Physical Effects
• Chronic fatigue, lack of energy, sleeping too much or too little, overeating or loss of appetite, constipation, weight loss or gain, irregular menstrual cycle, loss of sexual desire, unexplained aches and pains
• Help is key - 80% of people with depression can recover with the proper help.

• Do not try to diagnose the problem yourself - a trained healthcare professional should be the only one to do this.

• From a colleague or manager’s perspective:
  • Assess the risk of suicide and/or harm.
  • Ask if there is anything that you can do to help.
  • Show your colleague respect. Listen non-judgmentally.
  • Make your colleague aware of their value in the workplace.
  • Offer encouragement and give reassurance that there is hope.

• Encourage your colleague to seek support and speak to their health professional, on-site occupational nurse, therapist or employee assistance professional.

While each of us experience normal levels of anxiety in our day-to-day lives, this typically is occasional, short lived and not debilitating to our day-day behaviour or activity.

Anxiety has exceeded a normal range when:

• It is negatively affecting ones work, study and social activities.

• Cognitive, physical and behavioural symptoms are severe and persistent.
• Anxiety disorders are the most common mental illness in Canada.
• 9% men and 16% women are affected each year.

Types of anxiety disorders and % affected:
• Generalized Anxiety Disorder - 1.1%
• Specific Phobias – 8.0%
• Post Traumatic Stress Disorder – (Data unavailable)
• Social Phobia - 6.7%
• Obsessive-Compulsive Disorder - 1.8%
• Panic Disorder - 0.7%

SIGNS AND SYMPTOMS OF ANXIETY DISORDERS

**Psychological**
- Fear, trepidation, sense of impending doom or imminent danger
- Excessive inappropriate worry
- Fear of dying or “going mad”
- Decreased attention and concentration
- Environment feels unreal and unfamiliar
- Feeling detached from oneself
- Speeding or slowing of thoughts
- Easily distracted, irritability, insomnia, vivid dreams

**Physical**
- Cardiovascular (heart palpitations, chest pain, rapid heart rate, flushing)
- Respiratory (hyperventilation, shortness of breath)
- Neurological (dizziness, headache, vertigo, tingling)
- Gastrointestinal (choking, dry mouth, nausea, vomiting)
- Musculoskeletal (muscle ache and tension, restlessness)
Anxiety is mostly caused by perceived threats in the environment.

Some people react with anxiety or develop anxiety disorders when they are threatened or believe they are being threatened.

Anxiety symptoms can also result from:
- Side effects of certain medications
- Certain drugs (e.g. caffeine, amphetamines, cocaine)
HOW TO HELP OTHERS WITH ANXIETY

1. Assess the risk of suicide and/or harm
2. Listen non-judgmentally
3. Give reassurance and information
   • They have a real medical condition
   • Anxiety is a common illness
   • An anxiety disorder is not a weakness or a character defect
   • Effective help is available
   • Skills can be learned to reduce the effects of stress and anxiety
4. Encourage the person to get professional help
5. Encourage other supports
   • Can take many forms (reducing caffeine, exercise, engaging in leisure activities, controlled breathing, support groups, etc.)
RESOURCE:
INNER AND OUTER SIGNS OF DEPRESSION AND ANXIETY

- Irritability
- Sadness
- Apprehensiveness

- Helplessness
- Loss of enjoyment
- Suicidal thoughts

- Poor concentration
- Memory problems
- Indecisiveness

- Sleep change
- Eating change
- Poor energy
- Agitation

- Conflict
- Avoidance

- Poor motivation
- Withdrawal
- Hopelessness

- Poor performance
- Increased errors
- Poor-decision making

- Task vigilance
- Neglect
- Limited range of activities

Source
Dr. Ash Bender/CAMH
DEPRESSION AND ANXIETY: CLINICAL TREATMENT AND CARE

• The most widely used and most effective kinds of treatments for depression and anxiety include medication and cognitive behaviour therapy (or a combination of both).

• Personalized medicine is fast becoming the way drug therapies will be determined and monitored.

• Shared care/collaborative care, a model using the assistance of a psychiatrist to help facilitate treatment with a patient’s attending physician and disability case manager.
Although 1 in 5 Canadians will be affected by mental illness this year, stigma prevents many from reaching out for assistance.

- What is stigma? There are two different kinds:
  - Self Stigma
  - Stigma and Discrimination by Association
WHY ARE MENTAL HEALTH ISSUES OFTEN HIDDEN?

• The number one reason why mental health is hidden at work is due to fear.

Common Fears of:
• Losing an employer’s respect
• Losing one’s job
• Not being promoted
• Being isolated or shamed by co-workers and colleagues
• Asking for accommodation
• Long-term career goals may be affected
• Admitting to an illness in general
ACCOMMODATION AND RETURN TO WORK
AREAS OF EMPLOYEE WORK FUNCTIONING THAT MAY NEED ACCOMMODATION

- Supervision Style
- Work Scheduling
- Job Duties
- Meeting Deadlines
- Employee-Supervisor Relationship

- Stamina
- Concentration Limits
- Emotional Response
- Training Needs
- Communication

Table 4 from Able-Minded Report (2010)
A) Changes in the work environment:

- Maintaining stamina
  > flexible scheduling/part-time work schedules
  > allow time off for counseling

- Maintain concentration
  > reduce distractions in work area
  > provide for frequent breaks

- Attendance issues
  > work from home arrangements
  > employ job sharing

- Change issues
  > provide resilience and coping skills training
  > provide job retraining

Source: Douglas Hanson-UBC
Truncated list prepared by Mental Health International (MHI)
MENTAL HEALTH WORK ACCOMMODATION - EXAMPLES

B) Intellectual Limitations

• Difficulty staying organized and meeting deadlines
  > make daily to-do lists and completion check-off sheets
  > remind employees of important deadlines

• Memory deficits
  > provide written instructions
  > allow additional training time

C) Social Limitation

• Work effectively with supervisors
  > provide positive praise and reinforcement
  > provide for written job instructions and sign-off

• Interacting with coworkers
  > educate all employees on their right to accommodation
  > provide sensitivity training to coworkers and supervisors
SUCCESSFUL RETURN TO WORK

• Important to understand that an employee has not successfully returned to work on the day he or she re-enters the workplace.

• Ask employee how to handle co-workers.

• Success is when an employee returns and is able to sustain a level of engagement in the workplace.
  • Likely not able to take back all job duties
  • Understand and plan for the fact that it will take time
  • Open and ongoing communication is key
  • Modify the return to work plan as required
  • Employ health coaching or other programs to support employee

• Employee’s involvement in return to work planning and communication to peers, colleagues and management is essential.
## HEALTHY LIVING CHECK IN – THE PILLARS OF GOOD HEALTH

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<thead>
<tr>
<th>Tip</th>
<th>Action</th>
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<tbody>
<tr>
<td>Eat Healthy</td>
<td>• Eat regular meals, enough fruit and vegetables and be aware of your alcohol, fat and sugar intake.</td>
</tr>
<tr>
<td>Exercise</td>
<td>• Get regular physical exercise – 150 minutes/week or try 15 minutes of straight cardio/day.</td>
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</table>
| Simplify Your Lifestyle | • Identify your priorities and adjust your life to make room for things that are most important for you.  
• Check on your time management and your plans for the day. Are there steps you can take to free up some of those busy hours at home? |
| Personal Self-care | • How much sleep do you get – 7-8.5 hours/night?  
• Take time to look after yourself. Each day, do something you love doing. It’s ok to say “no” sometimes – you need to find your own balance. |

FROM AWARENESS TO ACTION.
WHEN IN DOUBT INVEST IN THESE TOP THREE INITIATIVES:

**Reduce stigma:**
- Improve mental health literacy in the organization
- Establish ‘peer’ support groups

**Improve early detection:**
- Train supervisors and managers to recognize early symptoms of mental health issues and how to effectively address concerns to employees
- Provide self assessment tools and incorporate creative incentives (respecting privacy)

**Utilize EFAP services:**
- Make available and promote the benefits of EFAP mental health program services
- Encourage self management through resiliency training and coping skills
Resources

National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard)- Free www.csa.ca/z1003

Assembling the Pieces - An implementation guide to the national standard for psychological health and safety in the workplace - Free www.csa.ca/z1003

Mood Disorders of Canada www.mooddisorderscanada.ca

Feeling Better Now www.feelingbetternow.com

Anxiety Disorders Association of Canada www.anxietycanada.ca

Guarding Minds@Work www.guardingmindsatwork.com

Canadian Mental Health Association www.cmha.ca

Centre for Mental Health in the Workplace www.gwlcentreformentalhealth.com

Excellence Canada www.excellencecanada.com

Mental Health International www.mentalhealthinternational.ca

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Next Workplace Webinar

Date:  May 27, 2015 at 12:00pm to 1:00pm ET
Topic:  Supporting Employee Success - A Tool to Plan Accommodations that Support Success at Work
Speaker:  Mary Ann Baynton, Ian Arnold and Laura Lozanski

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Thank you

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