



# Mental Health in the Workplace

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A photograph of a tabby cat lying on a concrete surface. The cat is looking down and to the right with a sad expression. The text 'Is it Depression? Anxiety?' is overlaid in yellow at the top of the image.

**Is it Depression? Anxiety?**

**Or is it something else? How do we know???**

The logo for the 20/20 Indiana Safety Health Conference, featuring the text '20/20 INDIANA SAFETY HEALTH CONFERENCE' and a pair of safety glasses.

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## Agenda

- Alarming trends
- Newest research
- Recognizing the troubled employee
- Methods of recognizing depression and anxiety and other issues
- Importance of prevention
- Who can help the troubled employee
- What are the warning signs
- Do's and Don'ts Tip Sheet
- When to See a Professional Counselor
- Action Statements!



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## Learning Points

Determine the impact of clinical depression and anxiety in the workplace

Identify appropriate intervention methods

Your role in preventing workplace substance use and abuse

Recognize the role of stress and other factors impacting the employee

Review strategies for assisting employees  
Treatment and resources



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## Alarming trends

- Depression costs up to \$44 billion annually
- 18.8 million people affected annually, 9.5 percent
- 200 million working days lost
- Rate for suicide in women ages 45 -64 jumped 63% over the past 30 years
- Rate for men ages 45- 64 jumped 43% over the past 30 years
- The overall suicide rate rose by 24 percent from 1999 to 2014, according to the National Center for Health Statistics, 2018



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## What Impacts Mental Health?



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## Benefits of Recognizing The Troubled Employee

- Enriched work environment
- Increased attendance
- Improved performance
- Enhanced interactions
- Bolstered productivity/morale
- Corporate and individual advancement
- Health and wellness



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## Impact to the Workplace? —if we don't...

- Absenteeism
- Presenteeism
- Increased accidents
- Increased health care costs
- Lower morale
- Decreased productivity
- Low Trust
- Minimal Communication
- Legal liabilities
- Increased workers compensation costs
- Potential for catastrophic events



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## Warning Signs for Mental Health Concerns

- Thoughts of suicide (either spoken or written down)
- Self-harm
- Obsession with death and/or writing about death
- Sudden changes in personality, behavior, eating or sleeping patterns
- Feelings of guilt
- Decreased performance in academics or work
- Long periods of “blues”
- Reckless behavior
- Withdrawn and misses events



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## Warning signs, cont.

- Hopelessness – no reason for living; no sense of purpose in life
- Rage, anger, seeking revenge
- Feeling trapped—like there's no way out
- Increased alcohol or drug use
- Screen addictions (video games)
- Withdrawal from friends, family, or society
- Dramatic changes in mood
- Life changes – divorce or relationship status
- Financial situation changes
- Emotional Eating
- Compulsive Spending
- Gambling or Pornography Addictions
- Changes in relationships at work
- Change from their NORM



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**WHEN YOUR MOM SAYS**

**GO CATCH SOME MICE**

The biggest takeaway is to look for a change in a person's norm, because there is no such thing as "normal" behavior.

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## Treatment

- Cognitive Behavioral Therapy
- Motivational Incentives
- Motivational Interviewing
- Group Therapy
- Medication
- EAP!

Treatment is NOT punitive! It is getting help to be well.

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# Do's and Don'ts

The following statements may prove helpful to someone who is experiencing depression:	The following statements have been determined not to be helpful to those experiencing depression:
<ul style="list-style-type: none"> <li>▪ "I can't really fully understand what you're feeling; I offer my compassion."</li> <li>▪ "You're important to me."</li> <li>▪ "If you need a friend, I'm here for you."</li> <li>▪ "I care about what you're going through."</li> <li>▪ "When all this is over, I'll still be here — and so will you."</li> <li>▪ "I'm willing to help you, (complete the thought with various options: schedule an appointment with a therapist or doctor, buy groceries, run errands, prepare some simple meals, do laundry, take you to your medical appointments...) if that might make a difference for you."</li> <li>▪ "I'm not going to leave or abandon you."</li> </ul>	<ul style="list-style-type: none"> <li>▪ "It's all in your mind."</li> <li>▪ "I thought you were stronger than this."</li> <li>▪ "No one ever said life was fair."</li> <li>▪ "Stop feeling sorry for yourself."</li> <li>▪ "There are a lot of people worse off than you."</li> <li>▪ "What do you have to be depressed about?"</li> <li>▪ "Lighten up!"</li> </ul>



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# When to Talk to a Professional Counselor

- Emotions feel unwieldy
- Negative coping mechanisms (soft addictions)
- Reckless behavior
- Decrease in work performance
- Interpersonal difficulties
- Disrupted sleep/ appetite patterns
- Suicidal thoughts



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# National Emergency Lifelines to contact in times of need

- The Lifeline is a free, 24-hour hotline available to anyone in suicidal crisis or emotional distress 1-800-273-TALK (1800-273-8255)
- Substance Abuse and Mental Health Services Administration (SAMHSA): 1-800-662-HELP (4357)
- 1-800-2Crisis Chat or Crisis Text Line:  
Text HOME to 74174173-TALK (1800-273-8255)



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# Action Statements/Closing

What are the three things that you are committed to doing to promote a Healthy Workplace?

- 1)
- 2)
- 3)

A safe workplace starts with YOU!



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**Happiness is when what you think,  
what you say and what you do  
are in harmony.**

*– Mahatma Gandhi*



**I define joy as a sustained sense  
of well-being and internal peace —  
a connection to what matters.**

*– Oprah Winfrey*



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## Questions?

Thank you for your service!

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