

Welcome

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When they're down and out

Strategies to help employees
work through stress and
depression



A middle-aged man with grey hair and glasses is sitting in bed, looking thoughtful. He is wearing a light pink button-down shirt and has his hand on his forehead, holding his glasses. The background shows a window with white curtains and a yellow wall.

What is stress?

Stress is a normal psychological and physical reaction to the ever-increasing demands of life.

How stress affects the workplace

Stress has quickly risen to be the #1 workforce risk issue, above obesity and physical inactivity.¹



1 in 3
employees
experience chronic
stress related to
work.¹



78%
of U.S. employers
list stress as the
top workforce risk
factor.¹



\$300 Billion
U.S. businesses
lose up to \$300
billion a year
because of stress.²

1. 2013/2014 Staying@Work Report — U.S. Executive Summary Towers Watson/National Business Group on Health

2. 2010 - Fact Sheet – By the Numbers — American Psychological Association

Where does stress start?

Employment stress

- Inadequate staffing
- Low pay or low pay increases
- Unclear or conflicting job expectations
- Organizational culture
- Lack of work/life balance

Personal stress

- Health issues
- Relationship problems
- Life changes
- Financial concerns
- Social issues
- Environmental
- Traumatic events

Early Warning Signs of Stress

Emotional

- Apathy, anxiety, irritability, mental fatigue, overcompensation or denial

Behavioral

- Avoidance, extreme or addictive behavior, disregard for self, legal problems

Physical

- Illness, exhaustion, self-medicating, ailments



What is Depression?

- A combination of genetic, biological, environmental, and psychological factors.
- A real illness impacting the brain
- A serious condition
- Does not discriminate



How depression affects the workplace

- In 2012 an estimated 43.7 million adults aged 18 or older (18.6% of the U.S. population) experienced a mental illness.¹
- 70% of those diagnosed with depression are employed, **resulting in 400 million lost workdays per year.**²
- **Depressed employees spend over \$3,000 more per year in medical services** than employees without depression.²
- More than half of those depressed **are not able to come to work.**³



¹ Source: 2010 National Survey on Drug Use and Health, US Dept. of Health and Human Services

² UMDC (University of Michigan Depression Center) A study of Depression in the Workplace, Conducted by Public Opinion Strategies, 2004.

³ Borjas, E., Perry, T., and Loeppke, R., Measuring Health and Productivity, Integrated Benefits Institute, 2007.

Symptoms of Depression

Workplace

- Persistent sad and empty mood
- Feeling hopeless
- Loss of interest in ordinary activities
- Disturbances in eating and sleeping patterns; fatigue at work
- Irritability with co-workers
- Difficulty concentrating; missed deadlines; errors
- Thoughts of suicide

Personal

- Feelings of helplessness and hopelessness
- Loss of interest in daily activities
- Appetite or weight changes
- Sleep changes
- Anger or irritability
- Loss of Energy
- Self-loathing
- Reckless behavior
- Concentration problems
- Unexplained aches & pains

How to help with Stress and Depression



Redefine the workplace experience

Provide a lifestyle aspect in your work environment, where people can take care of themselves.

- Wellness programs
- Healthier workplace
- Onsite services
- Support/Encouragement

There's a lot you can do in a workplace that will have a positive effect on employees' lives.



Institute wellness in the workplace

Seminars on stress management

Wellness coaching

- Healthy lifestyle habits – sleep, exercise and nutrition
- Mindful meditation
- Therapeutic yoga

Creating a healthier workplace

- Working remotely
- Creativity breaks
- Desk alternatives
- Set expectations



Healthy Lifestyles*:

Multiple-tiered program focusing on physical, social and emotional behaviors impacting members' total well-being

- Designed to improve health and performance, while lowering costs
- You can offer access to online programs only, or provide additional support through phone coaching and/or fully-funded fitness centers
- After completing a Well-Being Assessment, members receive a personalized Well-Being Plan with targeted tools and coaching to help them meet their health goals by assessing:
 - Tobacco use
 - Stress management
 - Depression
 - Self Care
 - Nutrition
 - Medication Adherence



Employee Assistance Program*

Resources to make a difference personally and professionally

With this simple and comprehensive program, **employees and their families can receive help with a wide range of personal and work-related matters.**

- **24/7 Counseling Services**
- **Financial Consultation**
- **Identity Protection & Recovery**
- **Legal Consultation**
- **Web & Mobile Tools**
- **Child & Eldercare Resources**
- **Tobacco Cessation**



**buy-up program*



Depression

Promote Behavioral Health

A strong basis for mental health

Our Core Behavioral Health Program provides a strong foundation from the first interaction through discharge—and beyond.

Core Behavioral Health includes

- Effective utilization management
- 170,000 behavioral health providers.

They add up to results

- Data has shown inpatient days and readmission rates have been reduced through our integrated behavioral health strategy

Promote the behavioral health program

Behavioral health benefits

- Specific training for Medical and disease management staff
 - Emotional issues can affect recovery
- Call center staffed with customer service and clinical teams
 - Trained to identify stress and connect members to appropriate behavioral-health professionals.
- Behavioral health plans fully integrated with our health
 - That means operations, customer service, behavioral health managers and medical managers are all working together to give your employees the best possible care.



Additional Types of Help Available

- **24/7 Nurseline**
- **Medical/Primary Care Physicians**
- **Psychotherapy/Counseling**
- **Community Mental Health Centers**
- **Family Service/Social Agencies**
- **Support Groups**
- **Education**



Up to 80% of those treated for depression show an improvement in their symptoms generally within four to six weeks

Resources you can use

Time Well Spent

- Employer webinar archive
- Tips and tools to build and implement wellness plans
- Member education and resources
- www.timewellspenthome.com

Special Offer discounts

- LivingEasy stress management
- Weight Watchers & Jenny Craig
- Gym Memberships
 - GlobalFit
 - ChooseHealthy

2015 “Wellness on the Run” Webinars

Join us for our remaining employer webinar

- September 23: Building a culture of health – putting together a plan and reaping the rewards

Check out the webinar archive for recordings of past events

www.timewellspenthome.com/webinar

Q&A

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