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DEPRESSION IN THE WORKPLACE

With Alyson Pellowe and Jo Perruzza

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Please post a review to our profile, here: https://g.page/people-vision-hr/review?rc

OR Leave a testimonial at the end.

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OTHER EVENTS

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Webinar: Having Difficult Conversations Virtually

Wed, 23 Jun 2021 11:00 BST

18 creator followers

Webinar: How to Carry Out a Mental Health Audit For Returning Employees

Wed, 30 Jun 2021 11:00 BST

18 creator followers

Webinar: Building Resilience in Changing Times

Wed, 21 Jul 2021 11:00 BST

18 creator followers

OUR ROAD MAP FOR BACK TO BUSINESS?

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R Remember Personal Development

O Offer Mental Health Support

A Adapt To Change

D Develop Excellent Management

M Manage Working Patterns

A Always Communicate

P Perfect Health and Safety

WHATS HAPPENING TODAY?

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- Session Time: 45 Mins
- Please use the chat function to give us feedback.
- Questions at the end
- We will be recording
- During the session, participants please mute yourself

SESSION OBJECTIVES

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After this session, you will be able to:

- Understand the mental and physical impact of depression
- Recognise the signs that an individual is battling with depression
- Talk compassionately with sufferers and decide how best to help them with their specific circumstances.

TYPES OF DEPRESSION

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Major Depression.
Persistent Depressive Disorder.
Bipolar Disorder.
Seasonal Affective Disorder (SAD)
Psychotic Depression.
Peripartum (Postpartum) Depression.
Premenstrual Dysphoric Disorder (PMDD)
'Situational' Depression.

WHAT DOES DEPRESSION LOOK LIKE?

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SADNESS V DEPRESSION

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Sadness – An emotion

Depression– A mental illness that impacts one mentally, physically emotionally, spiritually and behavourally.

Sadness– Temporary

Depression – Can last many years

Sadness – A negative event in the present.

Depression – Many factors that are complex and could have happened in the past.

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Sadness – Often visible e.g. crying.

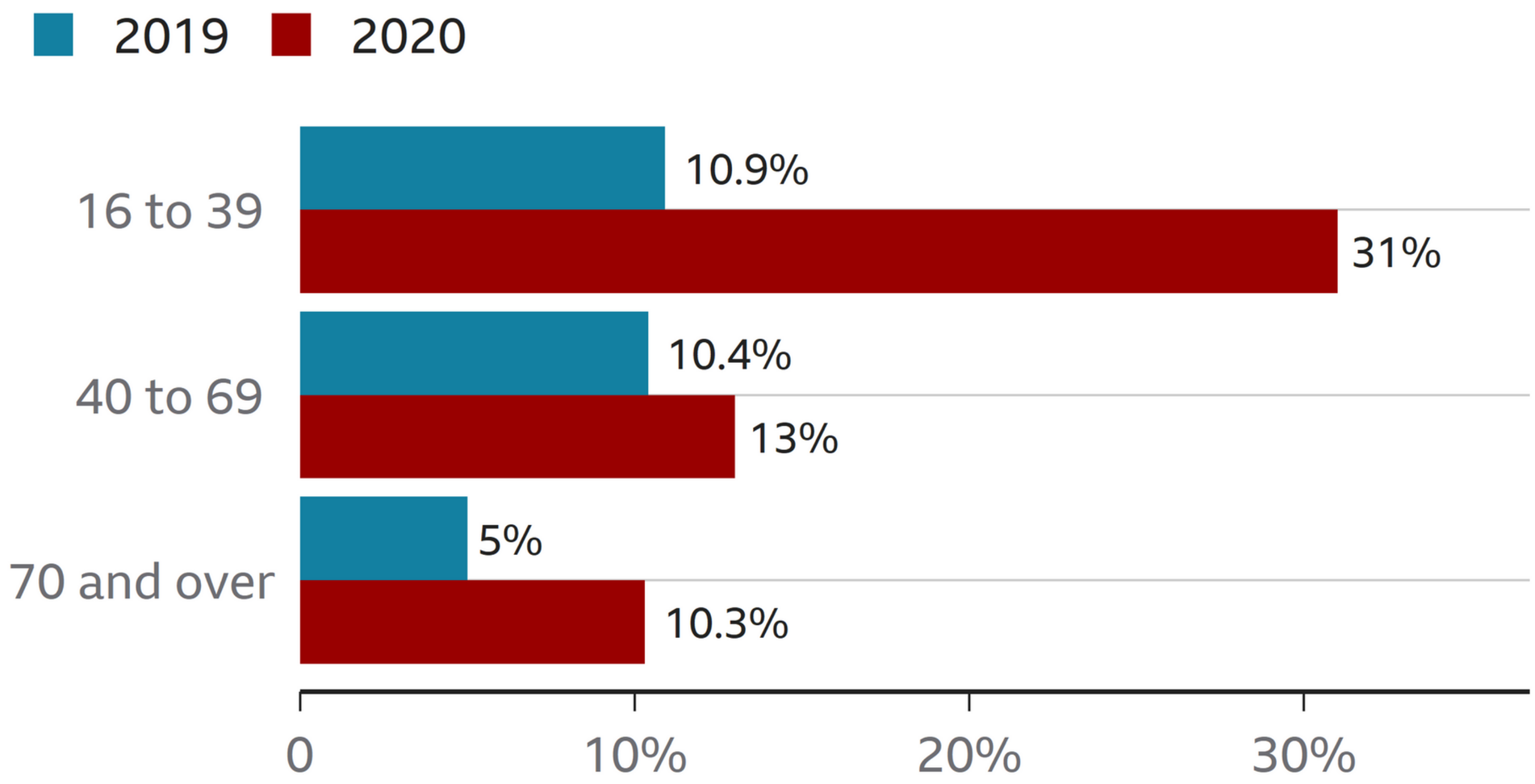
Depression – Often invisible with no correlation between intensity of the symptoms and how visible they are.

Someone may feel suicidal and turn up to work appearing "fine".

DID YOU KNOW?

Over 16% of adults show signs of depression

% of adults showing moderate or severe symptoms of depression by age group, England and Wales



Source: Office for National Statistics

BBC

WHAT TO LOOK FOR

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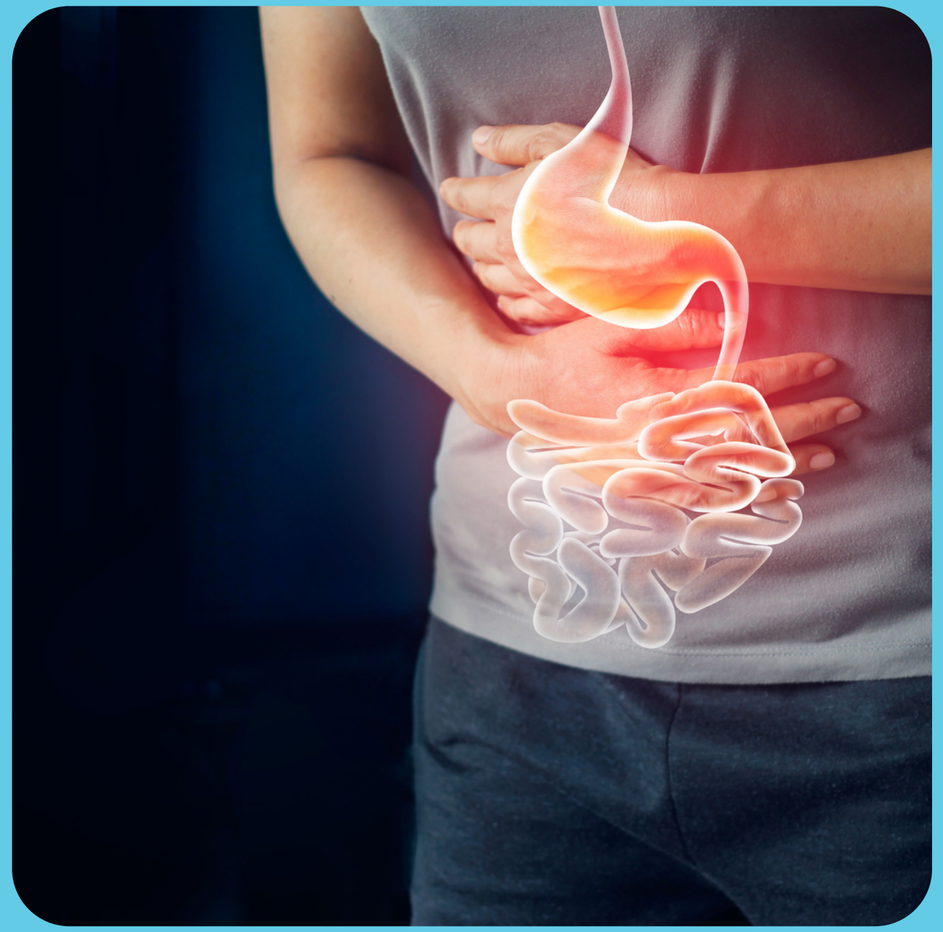
Physical symptoms

Back pain or other unexplained aches and pains

Headaches

Stomach pains.



WHAT TO LOOK FOR

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- Continuous low mood or sadness
- Feeling hopeless and helpless
- Having low self-esteem

WHAT TO LOOK FOR

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- Feeling tearful
- Feeling guilt-ridden
- Feeling irritable and intolerant of others
- No motivation or interest in things
- Finding it difficult to make decisions
- Not getting any enjoyment out of life

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1. **Anxious or Worries**
2. **Suicidal Thoughts**
3. **Self Harm**
4. **Individuals responses**

WHAT CAN YOU DO IN THE WORKPLACE?

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Ask open questions:

- How can I support you ?
- What are you thinking?
- What does this feel like for you ?
- Would you like me to talk or just listen?

PROVIDING SUPPORT

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- How can Senior Management help with this?
- Learn to discuss it and be AVAILABLE
- Consider creating a survey to find out if employees understand what resources are available and how to access them,
- Out of your comfort zone?
- What support are you offering? Webinars , Employee Assistance Programmes

ONE PERSON CAN CHANGE A CULTURE

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Depression will be the second leading cause of disease by 2020: WHO *.

DID YOU KNOW?

EMPLOYEE ABSENTEEISM

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Frequent lack of attendance at work without valid cause. Absenteeism does not include the occasional no-call, no-show or instances that can't be controlled, like illness or car trouble.

Presenteeism - (or sickness presence), is the act of showing up for work without being productive, generally because ill-health prevents it.

Leaveissm - Working whilst on annual leave./Or taking a day off to catch up on work.

USEFUL RESOURCES

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5 minute meditation you can do anywhere www.youtube.com/watch?v=inpok4MKVLM

https://hubofhope.co.uk

www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/employer-resources/wellness-action-plan-download

Apps on your phone - Calm, Head space, Destressify, Buddify

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ANY QUESTIONS

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