

# Help your employees take a step in the right direction.



When one of your employees is depressed, he or she can feel lost in the woods alone. As their manager, you can help create a culture in which they feel encouraged to take the first step on the path to wellness.

**Right Direction** is an educational initiative that raises awareness about depression in the workplace and gives people who need help the information they need to seek it.

### **Why is this important to our company?**

- There is a connection between mental health and the success of our company.
- Depression affects an estimated one in 10 adults in any given year.\*

### **How Managers can Help**

*We need you to lead the charge.*

- Embrace the initiative
- Recognize the signs
- Lead in the Right Direction

## Step 1

### **Embrace the Initiative**

You play a crucial role in the success of Right Direction. Effective treatment is available for depression, but many people who need help don't seek it. Stigma and lack of awareness often keeps people from getting the help they need.

Your leadership and active promotion of Right Direction will show employees that you support them getting help if they need it. This is key because employees sometimes avoid help because of fear it will affect their job.

## Step 2

### **Recognize the Signs**

*Would you know how to spot depression at the workplace?*

#### **Signs of depression**

- Deep feelings of sadness
- Loss of interest in work or social activities
- Lack of concentration, slowed thoughts and difficulty thinking
- Forgetfulness and trouble remembering
- Trouble making decisions
- Trouble sleeping or sleeping too much
- Feelings of worthlessness or experiencing inappropriate guilt
- Energy loss or increased fatigue
- Irritability, anger or tearfulness
- Weight or appetite changes

#### **At work, depression may look like this:**

- Withdrawal from team, isolates oneself
- Indifference
- Putting things off, missed deadlines
- Seems "scattered" or absent-minded
- Procrastination, indecisiveness, slowed productivity
- Late to work, can't get going in the a.m., afternoon fatigue, accidents on the job
- Unsure of abilities, lack of confidence
- Low motivation, detached
- Inappropriate reactions, strained relationships with co-workers or clients
- Change in appearance

Remember that it is not your job to diagnose an illness. But as a manager, it **IS** your role to intervene if you notice a performance issue.

If you think an employee is struggling, be sure that your intervention focuses on work performance and observable behaviors that affect work. Refer the employee to the company's employee assistance program (EAP). Remember that the EAP is there for you too, as a manager, should you need advice and support. And when in doubt, connect with HR, especially if you are unclear about company policies and resources.

### Step 3

#### Lead in the Right Direction

We need you to help us spread the word about this initiative. It will only be successful if you help create an environment where people trust that it's safe to reach out for help if they are struggling. Here's what we need you to do:

- Mention the initiative at staff and team meetings and share Right Direction promotional items.
- Encourage staff to participate in the initiative and visit [www.RightDirectionForMe.com](http://www.RightDirectionForMe.com).
- Show visible support by participating in initiative activities and hanging a poster near your workspace.
- Remind staff of the resource provided by our company, including the employee assistance program, mental health benefits, and other resources. Reinforce the confidentiality of services.

Place your logo here



Thank you for taking a step in the right direction and investing in a mentally healthy workforce.

[RightDirectionForMe.com](http://RightDirectionForMe.com)

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\* Kessler RC, Chiu WT, Demler O, Walters EE. Prevalence, severity, and comorbidity of twelve-month DSM-IV disorders in the National Comorbidity Survey Replication (NCS-R). Archives of General Psychiatry, 2005 Jun;62(6):617-27.