



## HOW TO HELP EMPLOYEES WITH DEPRESSION

**Do some employees with depression still function satisfactorily at work, but if treated, could they perform better and more happily? I have employees who appear depressed, but can I refer them to the EAP?**

Many depressed employees can function at work adequately, but if treated would likely experience an uptick in their social and occupational functioning. Some employees may suspect they have untreated depression, and some may not identify it at all. A crisis may bring these individuals into contact with appropriate mental health services. An EAP referral may be this important first step when such crisis occurs at work or is self-reported at work. Once engaged in

an EAP assessment, the diagnosis of depression or related disorder may be accurately determined.

**GOOD NEWS** – You can refer such employees to the EAP. When you suggest referral to the EAP, discuss the precise specific behaviors rather than using mental health terms such as ‘depression.’ Depressed employees may appear slow to respond, lacking in energy, or resist engaging with others. Mention these behaviors and symptoms: “you look really tired and I see that more often.” or “You seem downcast, your eyes are searching the floor” or “I recall a regular cheery ‘Good Morning’ coming from you and I’ve missed that for 2 or 3 months now.”

If work tasks cannot be accomplished satisfactorily, consider a formal EAP referral. Be careful not to adapt to the personality of a depressed worker by labeling them as lazy, quiet, unassuming, or eccentric. When this happens, others adapt, reduce confrontation, work around the employee, and allow the condition to linger and negative consequences are likely to snowball. Always feel free to call your EAP professionals to discuss the approach, documentation, working with your internal support team and any other issues to effectively respond to depressive symptoms swiftly.

### Virtual Leadership Development Seminars

- December 8

### Virtual Leadership Orientation B Seminars

- December 11

### CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online: [www.connectionseap.com](http://www.connectionseap.com)

### ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: “Leadership Orientation to the EAP”, is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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