



INTRODUCTION TO DEPRESSION & SUICIDE

Enhancing Your Response to Employees with Mental Health Challenges

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The Three Rs

RECOGNIZE a mental health problem

REFER to a mental health professional

RELATE to those in distress



RECOGNIZE

a mental health problem

Addressing Myths in the Workplace



Depression is not
a real disease



Studies of genetics, hormones, nerve cell receptors, and brain function reveal that depression can cause mood-regulating nerve circuits in brain areas to function abnormally.

Addressing Myths in the Workplace

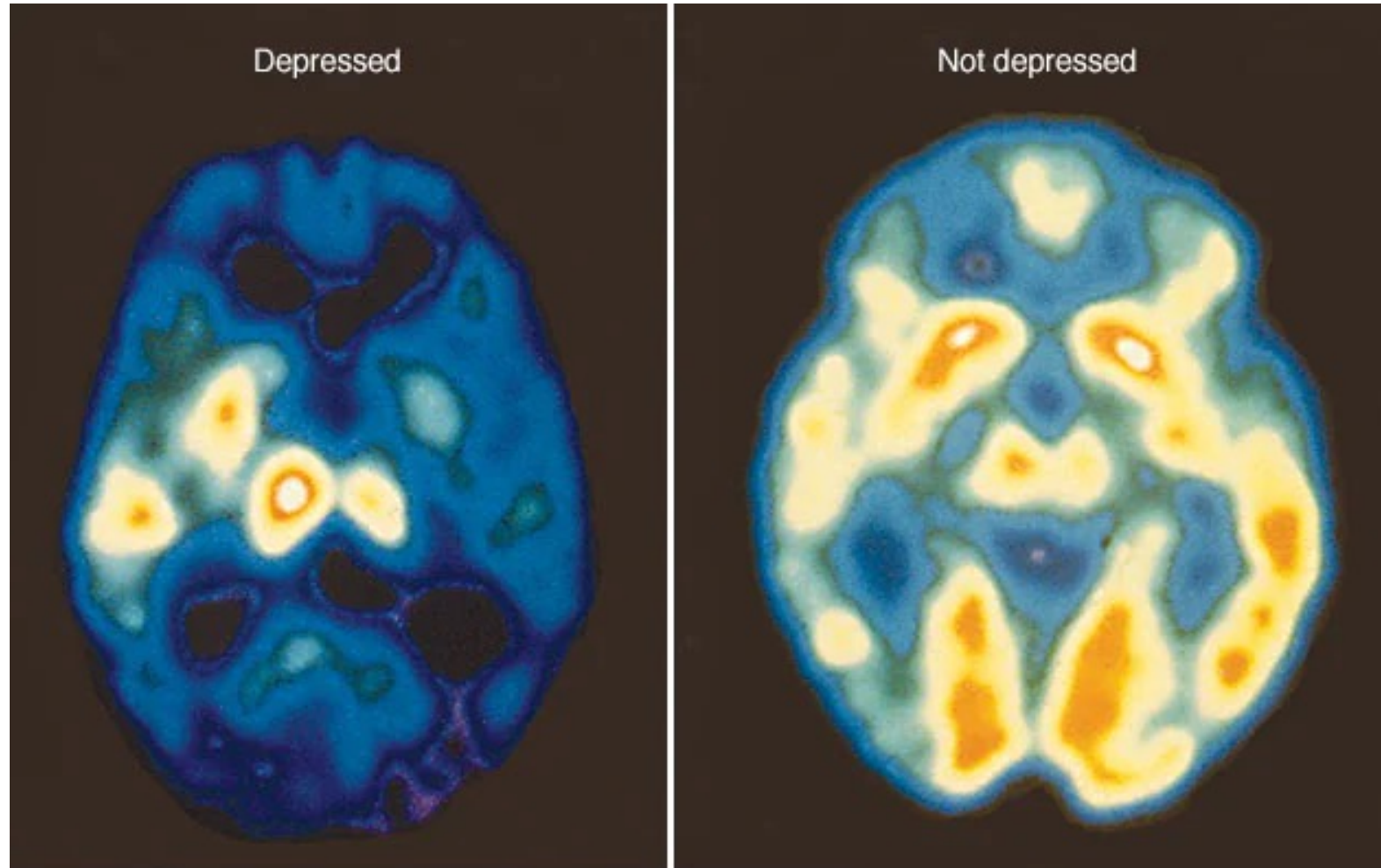


Depression is just self-pity.



People with clinical depression are not lazy or simply feeling sorry for themselves. Nor can they “will” depression away.

Addressing Myths in the Workplace



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Addressing Myths in the Workplace



Something really bad has to happen for you to be depressed.



Many factors such as stress and biological factors contribute to depression.

What is Depression?

A mood disorder that affects how you feel, think and handle daily activities and routines.

Major depression lasts **at least two consecutive weeks** and is severe enough to interrupt daily activities.



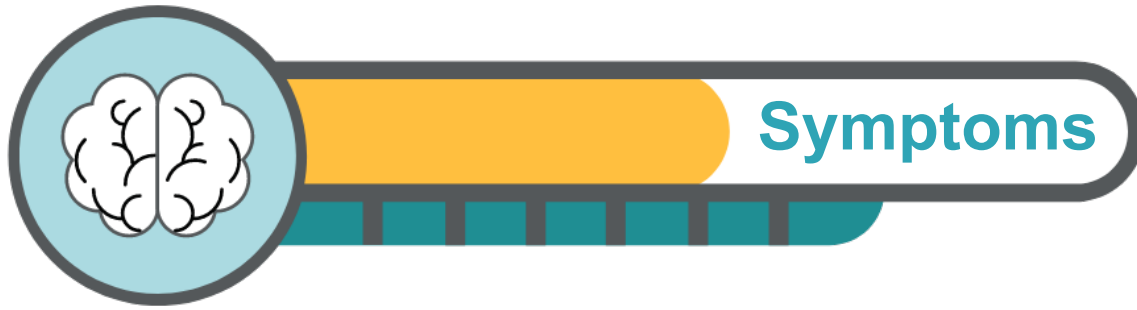
IN A GIVEN YEAR **18.8 MILLION**
AMERICAN ADULTS WILL SUFFER FROM
A DEPRESSIVE ILLNESS.



80% REPORTED SOME LEVEL OF
FUNCTIONAL IMPAIRMENT IN WORK AND
HOME LIFE BECAUSE OF THEIR DEPRESSION



DEPRESSION IS ESTIMATED TO CAUSE **200**
MILLION LOST WORKDAYS EACH YEAR.
COSTING EMPLOYERS **\$17 TO 44 BILLION.**



- Persistent feelings of sadness, emptiness, hopelessness, helplessness, or worthlessness.
- Loss of pleasure in hobbies and activities
- Decreased energy
- Unusual sleep patterns
- Difficulty concentrating and remembering
- Change in appetite or weight
- Pain without a clear physical cause
- Thoughts of death or suicide, or suicide attempt

Types of Depression

- Reactive Depression
- Major Depressive Disorder
- Persistent Depressive Disorder (Dysthymia)

Reactive Depression

- A period of sadness or melancholy that occurs in reaction to a personal loss or trauma is often referred to as **reactive depression**.
- While in some instances a reactive depression may be severe enough to require treatment, it is normally of short duration and self-correcting.

Major Depressive Disorder

- Characterized by a major depressive episode that lasts at least **two weeks** and is severe enough to cause marked impairment in the individual's ability to function in their daily life.
- A person may experience a major depressive episode only once, but more commonly episodes occur several times in a lifetime.

Major Depressive Episode

- A **major depressive episode** is characterized by either a persistent depressed mood or loss of interest or pleasure in daily activities over at least a two-week period.

Major Depressive Episode Symptoms

Four or more of the following:

- Significant weight change or change in appetite
- Sleeping too much or not being able to sleep
- Psychomotor agitation
- Fatigue or loss of energy
- Feelings of worthlessness or excessive guilt
- An inability to concentrate or indecisiveness
- Recurrent suicidal thoughts

Persistent Depressive Disorder

Dysthymia

- A less severe form of depression that is characterized by a chronically depressed mood for at least two years.
- The symptoms of dysthymia, while not seriously disabling, keep the individual from functioning well or feeling good.

REFER

to a mental health professional



Treatment

Usually lasts about a year.

- Antidepressants
- Psychotherapy
- Electroconvulsive therapy
- Transcranial magnetic Stimulation



RELATE

to those in distress

Relating to those with Depression

Encourage them to set goals



Constructive thinking



Provide hope



Lead with patience



Understand their treatment
if applicable



Relating to those with Depression

- Know about referral Resources
- Learn more about depression
- Know the symptoms and THEIR symptoms
- Know what the individual will want to isolate themselves from – be supportive

Introduction to Suicide

“Sometimes it hurts to exist”

-Suicide Attempt Survivor

What is Suicide?

Is the act of intentionally causing one's own death.

- It is the **10th leading** cause of death in the United States
 - 2nd leading** cause for ages 10-34
 - 4th leading** cause for ages 35-44
 - 7th leading** cause for ages 45-54
 - 9th leading** cause for ages 55-64
- over 40,000 people die by suicide each year.

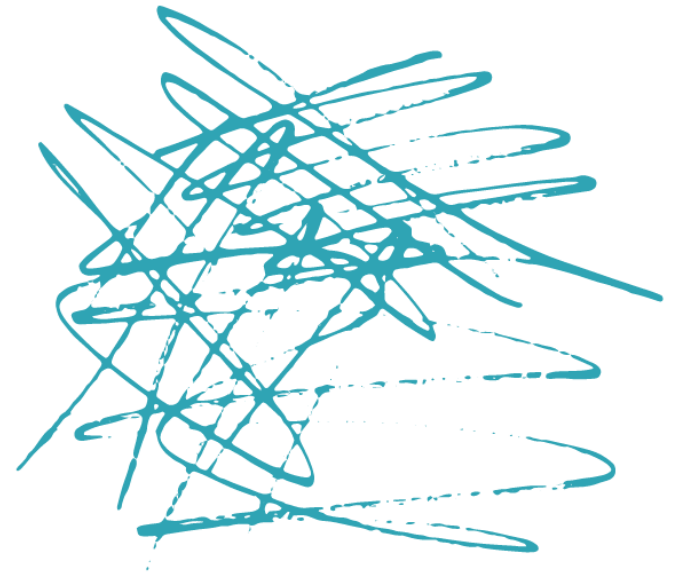


Suicidal thoughts & Idealization

Thought about killing oneself or ending one's life.

These thoughts can range from “I wish I could go to sleep and not wake up” to detailed planning for suicide.

ALL thoughts of suicide should be taken seriously.



Self-Harm



A behavior that includes:

- Cutting
- Burning
- Scratching
- Over-exercise
- Limiting food
- Sabotaging relationships

Self-harm can be a coping behavior for someone in mental health distress but it does not necessarily indicate that they are thinking about suicide.

Recognize Risk Factors

- Depression, mental disorders, or substance abuse disorder
- Certain medical conditions
- A prior suicide attempt
- Family history of mental disorder or substance abuse
- Being recently released from incarceration
- Exposure to other's suicidal behavior



Recognize the Symptoms

- Expressing no will to live
- Making a suicide plan
- Feeling trapped
- Feeling unbearable pain
- Heavy alcohol or drug use
- Acting anxious or agitated
- Withdrawing from family & friends
- Taking risks that could lead to death
- Extreme mood swings
- Giving away important possessions
- Making a will
- Saying goodbye to friends & family

Assessing Suicidality

Ask specifically if they...

- (1) are having suicidal thoughts/ideas
- (2) have a plan of action
- (3) have access to the lethal means

The “PIP” Actions



- Prevention
- Intervention
- Postvention

Action Steps to Help



- Ask
- Keep them safe
- Be there
- Help them connect
- Stay Connected

Know...

- How the person is coping with stress
- How to create Suicide Awareness
- How a person feels under pressure
- How Bullying may be affecting them
- How to create a **safety plan**

What is a Safety plan?

- ❖ Write 3 warning signs.

- ❖ Write 3 Internal Coping Strategies.

- ❖ Write 3 names or places that provide distraction.



- ❖ Who can you ask for help? `

- ❖ Professional you can contact during a crisis.

- ❖ Write a plan to make your environment safer.

Gateway to Hope Resources:



FACT SHEET



RELATE SHEET



TOPIC BLOG



FACT SHEET

Depression & Suicide

About Depression

Depression affects about 16 million Americans, which is 7% of the United States population. It's a mood disorder that causes a persistent feeling of sadness and loss of interest. The onset of depression normally appears in the late teens or early twenties. However, depression can happen at any time in your life. If you experience depression or suicidal thoughts, talk to a professional as there are several ways to treat depression effectively.



Depression ranks among the top three workplace problems for employee assistance professionals.

It's not uncommon to experience stress at work, but don't ignore feelings of depression. It's important to know the difference.

Workplace Stress

- Stress that decreases in intensity when the stressor passes
- Occasional bouts of feeling anxious and irritable
- Muscle tension or headaches

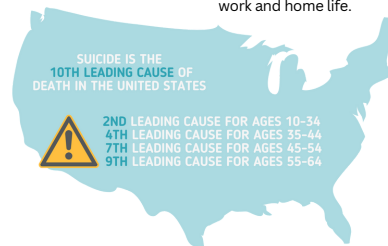
Workplace Depression

- Increased feelings of sadness and crying
- Persistent feelings of anxiety
- Increased lack of focus and concentration
- Feeling bored and not fulfilled in your job



27%

Of individuals with depression reported serious difficulties in work and home life.





RELATE SHEET



DEPRESSION

Follow these tips to explore a healthy work environment for those experiencing depression and to offer support. Opening up with the employer, coworkers and those close to you will allow them to understand what is developing internally and create a supportive response to your mental health.

Flexible Schedule

If you're experiencing high stress or feeling depressed, your sleep pattern may suffer. Creating a flexible schedule can allow you to relieve some stress, benefiting you and your team. This will allow you to still put your best foot forward while increasing your productivity.

Small Tasks

Big tasks may feel overwhelming. Break down big project into smaller tasks. Focusing on completing small tasks will allow you to focus better on the job at hand. It can also create a sense of accomplishment as you complete small tasks.

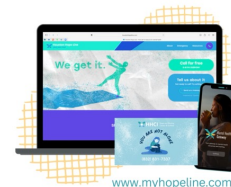
Communicate

communicating what you are going through with your close co-workers and supervisor will help create a healthier understanding of the situation and give them the opportunity to offer support.

Comfortable Workspace

It's important to feel good in your workspace. Personalize your work area to reflect you, creating a space that feels good, comfortable, and calming. Mood greatly affects symptoms of depression, so try putting a picture of a place or memory that makes you feel happy and calm.

RELATE: TOOLS & APPLICATION





TOPIC BLOG



DEPRESSION AND SUICIDE IN THE WORKPLACE

Understanding that depression is more than having a sad day, but having depressive symptoms that last longer than two weeks will help you create an educated response to anyone that is displaying prolonged symptoms. One in every five Americans struggle with mental health issues, and depression is one of the most common problem they face. While an individual is experiencing a major depressive episode, they are at a higher risk of having suicidal thoughts.

Recognizing Depression Symptoms

- Persistent feelings of sadness
- Loss of pleasure in hobbies and activities
- Unusual sleep patterns
- Difficulty concentrating
- Change in appetite or weight
- Pain without a clear physical cause
- Thoughts of death or suicide, or suicide attempt

Depression vs Stress

Stress often becomes an issue if it is contributing to feelings of burnout or if it wears you down. While experiencing stress, you may feel more irritable, difficulty concentrating and you may struggle to remember tasks. When it comes to depression, it is long-lasting and will require help from a mental health professional, since in the long run, it is not something you can self-treat effectively.

While an employee is experiencing depression, isolation may be common.

Encourage interaction in the workplace and allow space to check in on your team and employees that are showing avoidant behavior.

Conclusion

Take care of both your physical and mental health. Getting enough sleep, managing your stress and staying hydrated will be beneficial to your symptoms. Suffering with mental health issues is nothing to be ashamed of. Leadership significantly impacts the overall wellbeing of their employees. Being equipped to create a safe space and healthy response to an employee struggling with mental health issues, will allow leadership to foster both personal and professional growth.



RECOGNIZE

The Hope Line



The Hope Line
(832) 831-7337
RELIEF. JUST A CALL AWAY

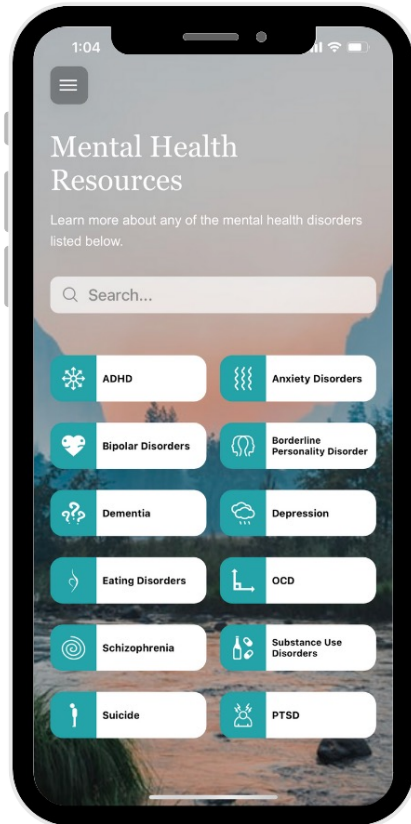
Open daily 5-8pm
*In case of emergency

HHCI Hope and Healing Center & Institute

YOU ARE NOT ALONE

(832) 831-7337

Mental Health Gateway App



Mental health resources

- PDFs
- Videos
- Guides and Workbooks

Easy access to trainings

Special features for Mental Health Coaches

- Forum
- Access to GTH Provider database

Support From the CEC's



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Gateway to Hope
WORKPLACE

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