

Your EAP | Here4TN!

for leaders

SEPTEMBER/OCTOBER 2012

Moving Forward

Helping Team Members Cope with Depression

The holiday season is around the corner and usually adds stress to your team members' workdays. The ups and downs of the holiday season can cause depression in some people and depression can have a major impact on productivity and overall morale in the workplace.

It's important to be on the lookout for those team members who may show signs of holiday-related stress that is affecting their work. If they are depressed—sad, moody, have difficulty concentrating, loss of interest and productivity, and frequent lateness and absenteeism—you may need to refer them to your EAP for help. Although you should not attempt to diagnose, you can understand and encourage help-seeking behaviors. It's important to:

- **Recognize the symptoms of depression.** People often have feelings of hopelessness or helplessness, trouble concentrating or making decisions, anger or emptiness, and sleep or appetite problems. Take seriously any threats to self or others that the person may express and call your ParTNers EAP
- **Learn as much as you can.** Psychologists, social workers and psychiatrists diagnose depression. The most common treatments are professional counseling, anti-depression medication, or, ideally, a combination of the two.
- **Encourage the individual to seek help.** Remind the person that treatment works and that he or she will feel better with the correct treatment. Refer the individual to your ParTNER's EAP. They are knowledgeable and available for you to deal with this specific situation.
- **Encourage the individual to follow the treatment plan.** This includes keeping all therapy appointments, and taking prescribed medicine exactly as directed. Improvement may take several weeks.
- **Offer compassionate counsel.** You can help individuals cope with depression by being patient and understanding as they get the help they need to return to healthy functioning.

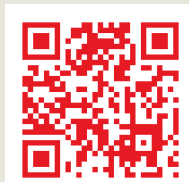
www.Here4TN.com | 1.855.Here4TN (1.855.437.3486)

**PARTNERS
FOR HEALTH**
EMPLOYEE
ASSISTANCE
PROGRAM

During the fourth quarter of 2012, the ParTNers for Health EAP is providing resources to help support you and your team members' mental wellness. In honor of National Depression Screening Day, we are focusing on how to recognize the signs of depression, and how to get help for a depressed family member or team member. We also offer ideas for helping staff through the holidays at work.

Do you think you or one of your team members might need help dealing with depression? Remember, the ParTNers EAP is available 24/7 at **1.855.Here4TN (1.855.437.3486)**, and you or a team member can speak with a caring professional. Or visit www.Here4TN.com at your convenience for more ideas, tools and resources. Click on the Enter Now button.

And, make sure to join the supervisory training and a live webinar on people management. For more information, look at the back page.



Visit
www.Here4TN.com
now!

Depression and Men

Did you know that only half as many men in the U.S. suffer with depression as women? But depression remains a serious illness for millions of men whose road to wellness can present unique challenges.

Many men are not comfortable talking about depression or seeking help when they need it. It is common for men to believe they can overcome their depression on their own or “tough it out.” They may also engage in risky behavior that dulls the pain of depression. Men are at greater risk of suicide than are women. They are more likely to act on suicidal thoughts, their methods are more lethal, and they may show fewer warning signs.



Here are tips that you or a loved one can use to confront and overcome depression:

- **Learn about depression.** The more you know about depression, the more empowered you will be in your treatment and recovery.
- **Seek treatment.** Try to learn as much as you can about the services available to you through your employee health benefits. Access your ParTNers EAP.
- **Avoid alcohol and drugs.** These substances can cause or worsen depression.
- **Follow your treatment plan.** Don't skip medication or therapy sessions – even if you're feeling better.
- **Watch for signs of depression returning.** If your symptoms come back following treatment, make sure you keep track and connect with your doctor or therapist as needed.
- **Stay active.** Exercise and activity have been shown to decrease depression symptoms.
- **Refresh your psyche.** Walk or drive to a new place, or try a new restaurant, to get some mental refreshment.
- **Take time for you.** Make sure you take some time away to do things just for you—enjoying sports, reading, taking day trips or even working on the car to name a few. Whatever relaxes and grounds you the most.

Ideas for Celebrating the Holidays at Work

Here are some simple ideas for celebrating the winter holidays in the workplace:

Secret Santa game. Pick individual coworker names and anonymously give fun presents that they might like. Set a gift price limit to keep costs down for everyone.

Homemade ornament contest. Invite staff to make ornaments and have the rest of the group judge the entries and vote on a winner.

Food gifts to charities. Do some research and identify a worthy charity to which your group can give non-perishable food items to the less fortunate during the holidays.

Cubicle decorating contest. Ask each division or team to decorate at least one cubicle with holiday trimmings. Designate a team of judges. Award prizes.

Potluck lunch. Everyone can sign up to bring in a dish. Include holiday cookies and refreshments, and maybe a small gift exchange.

Gifts for families in need. Some charities will share names of families whose children are in need of specific items at holiday time. Staff can sign up to purchase individual items. You can deliver the gifts anonymously or in a Santa-like way directly to homes.

Respect Diversity During the Holidays

The winter holidays offer a unique gift: the opportunity to celebrate our country's diversity. At no other time of year do so many different religious and cultural holidays take place in such a short span.

Workplaces are rich with people from various religious, ethnic and cultural backgrounds. Use the following suggestions to help those under your leadership feel included and respected during the holidays.

Be sensitive. Learn about holiday practices different from your own. Be aware that some religions do not celebrate holidays—even birthdays.

Be inclusive. In the workplace, find ways to celebrate together. For example, have the team collect items for a local food drive. Make room for everyone's traditions. Throw a holiday party that features different cultural practices by asking guests to bring a sample of their favorite holiday food.

Understand differences. Many groups celebrate the same holiday but not in the same way. Almost every culture and religion sets aside a special time to remember its beginnings. But those holidays may be at different times of the year. [Click here](#) to learn more.

PartNers for Health EAP Supervisory Training

This training helps leaders learn to better manage team member performance problems and to make use of the EAP in this process. Register [here](#).

November 2012—1 to 3 p.m. local time

1	Chattanooga	UT Chattanooga	East 5th Street	Univ. Center, Signal Mt Rm
7	Cookeville	TN Tech Roaden University Center	1000 N. Dixie Ave.	Room 342
7	Knoxville	Regional Health Office	2101 Medical Center Way (1522 Cherokee Trail)	Room 234
8	Johnson City	Environmental Field Office	2305 Silverdale Rd.	Large Conference Room
13	Jackson	Lowell Thomas State Office Bldg.	225 Martin L. King Blvd	Video Conf Rm 1, First Floor
14	Memphis	Donnelly J. Hill State Office Building	North 170 Main Street (Mid- America Mall)	Conference Room, 2nd Fl
15	Nashville	W R Snodgrass TN Tower	312 Rosa Park Ave.	3rd Fl, Davidson Room

Webinar for Leaders

Join us for our December live webinar focused on people management for managers. People management is central to building an effective team but one of the most difficult skills to cultivate. Keep in mind that these webinars are at no cost and can be done from your office.

Date: Dec. 12, 2012, 1 – 2 p.m. Central time

Title: People Management

Themes:

- Making time work for you
- Effective leaders
- Change management skills

[Register Here](#)