

There are employees in your organization struggling with stress and depression.

Though most businesses don't talk about it openly, employee stress and depression are common experiences for all organizations. Depression is reported by nearly one in ten Americans each year and three quarters of Americans list work as a significant source of stress. If ignored, a direct result of employee depression and stress is a huge financial impact on business. Simply, your employee's mental and physical health is important to you because it directly affects the success of your business.

These are possible signs of depression and stress in the workplace:

- Decreased productivity
- Morale problems
- Lack of cooperation
- Safety risks, accidents
- Absenteeism
- Frequent statements about being tired all the time
- Alcohol and/or drug abuse
- Difficulty getting along with co workers
- Presenteeism (defined as the measure of lost productivity cost due to employees actually showing up for work, but not being fully engaged and productive.)

Your employees are your best asset. It is good business to encourage your employees to use the resources that are available to them through the workplace and in the community to increase their health. Remember, depression and stress are very common and talking about them only brings the solution to the forefront.

Encouraging them to talk about it is important. It's even better to help your employees manage it. Try these suggestions:

1. Encourage employees to speak with their family doctor or a mental health professional about getting screened for possible mental health issues. Let them know that screening for depression, anxiety and risky drinking is available online at www.thelivingwellnetwork.org.
2. Include a list of common warning signs of depression in your company newsletter or a staff-wide email; these can be found at www.thelivingwellnetwork.org.
3. Learn more about the Methodist Healthcare Employee Assistance Program (EAP) for your employees. Our staff of licensed professional counselors and clinical social workers delivers results and peace of mind for businesses, their employees, and household members in a confidential environment. Learn more about Methodist Healthcare EAP at www.methodisteapcanhelp.org or call us at 901-683-5658.
4. As an Affinity Program partner with the Greater Memphis Chamber of Commerce, the Methodist Healthcare EAP can offer your small business services for \$1 per employee, per month. Employees and all members of their household can use the EAP to deal with issues that may affect their personal lives or work performance. To learn more, visit <http://www.memphischamber.com/Members/Member-Services-Resources/Affinity-Program/Methodist-Healthcare.aspx>.

We all have a story to tell.

And we're in this together.

Be treated well.



For more information, call toll free
800.880.5658 or 901.683.5658.

Visit us online at www.methodisteapcanhelp.org.