

SUPERVISORS: Helping Employees “Work” through Depression



As a supervisor, you know your employees. You can see when an employee is struggling, even though you may not know what exactly is going on. You might notice an employee having difficulty concentrating, or exhausted because they can't sleep. You feel them on the verge of tears, nervous or overwhelmed or a combination of the above. Then add to those feelings—a big work presentation, a client's disapproval, or a heavy workload—all these could lead to feeling higher pressure and anxiety.

When someone experiences persistent, troubling feelings that won't go away and those feelings interfere with all areas of life, it's important to get support.

*Stress in America™ 2020: A National Mental Health Crisis, conducted by The Harris Poll on behalf of American Psychological Association, found that nearly 8 in 10 adults (78%) say the coronavirus pandemic is a significant source of stress in their lives, while 3 in 5 (60%) say the number of issues America faces is overwhelming to them. Nearly 1 in 5 adults (19%) say their mental health is worse than it was at this time last year. “Our mental health is suffering from the compounding stressors in our lives,” said Arthur C. Evans Jr., PhD, APA's chief executive officer.**

Coping Strategies

Depression can be debilitating, so it's not surprising that it can impact work. *Encourage your employee to try these coping strategies to help:*

Take short breaks during the workday:

- go for a walk
- check in with a friend or family member
- take some time to yourself

Maintain healthy habits:

- eating well, getting enough sleep, exercising
- spending time with friends and family

Encourage EAP Services. BestCare EAP is a confidential, employer-sponsored program that addresses mental health concerns like depression, anxiety, stress, emotional wellness, grief and loss, substance abuse and addiction, and/or family and relationship issues. Employees have access to free sessions—the counselor will offer an assessment, short-term problem resolution, and referrals to additional resources.

To access BestCare EAP, Call **(800) 801-4182 or (402) 354-8000** to schedule a confidential appointment. Additional information and educational services are available on the web site www.BestCareEAP.org.

*[link to APA website/article on study results](#)