

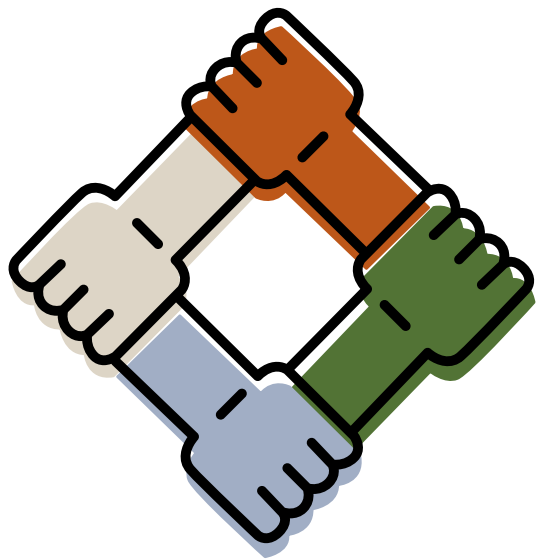
# Depression In the Workplace



## What is Depression?

DEPRESSION CAN BE A SERIOUS EMOTIONAL CONDITION that affects how you feel, think, and act. Scientists believe that depression is caused by a chemical imbalance that lowers serotonin levels in the brain.

## How can Ulliance Help?



### "Help us, help you".

At Ulliance, we're an alternative to termination and toleration.

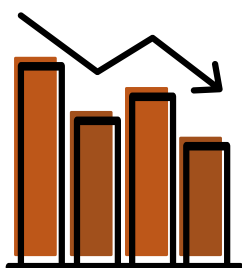
Our Resolution EAP Model allows for a flexible number of visits with the goal to help people work through difficult situations by developing a plan of action. We work with the employee to implement the plan and set goals to overcome hardships and make adjustments.

We provide stress management and resiliency programs and can even help you screen for depression and tackle it before it becomes a workplace problem.



### Absenteeism

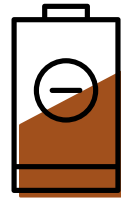
is when you miss workdays and are not physically present.



### Presenteeism

is when you physically show up to the workplace, but have severely reduced productivity.

**Absenteeism** and **Presenteeism** are responsible for almost half of the costs of depression in the workplace. Presenteeism is the biggest strain on employers and averages to about 32 incremental workdays lost on average.



## The Warning Signs

Depression is not without warning signs as the mood disorder can seriously affect or impair a person's productivity or ability to take pleasure in their work and daily life.

*Common signs of depression:*

Sadness, feelings of irritability, or becoming oppositional and argumentative

Decreased interest in things that once brought pleasure and becoming isolated from others

Change in appetite that leads to significant weight change

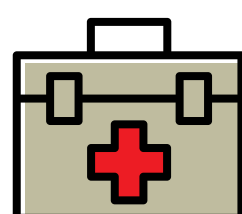
Changes in sleep and/or activity

Fatigue or loss of energy

Guilt or feelings of worthlessness

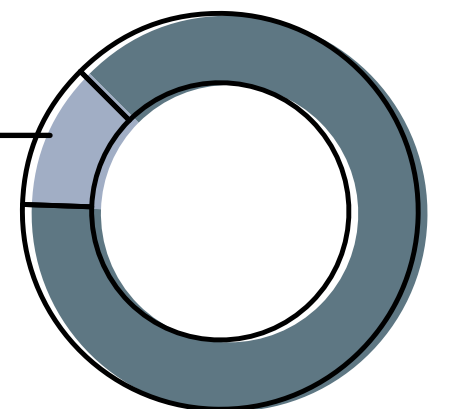
Deteriorating work performance, absences, high stress

Thoughts of death or suicide



## The Cost of Depression

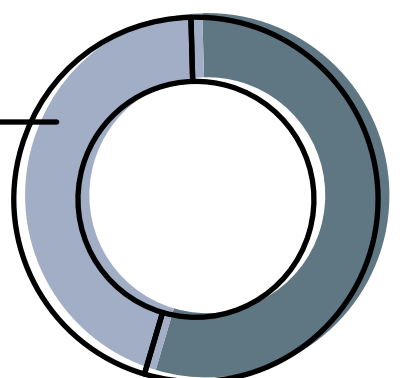
About **12%** of workers have been diagnosed with depression at some point.



Approximately **6-7%** of full-time U.S. workers experienced major depression within the past year.

Total economic burden of major depression is estimated to be **\$210.5** Billion per year.\*

About **45%** is due to direct medical costs which are shared by employers, employees, and society.



Approximately **5%** of the total cost of depression is related to suicide.

\*According to Gallup Poll data on Depression Costs in the Workplace