


**Antidepressant Skills at Work:
A self-care manual for the workplace**

Dan Bilsker PhD, Adjunct Professor
Centre for Applied Research in Mental Health & Addiction
Faculty of Health Sciences, Simon Fraser University



Merv Gilbert PhD, Principal
Gilbert Acton Organizational Consulting

Joti Samra PhD, Research Scientist
Centre for Applied Research in Mental Health & Addiction
Faculty of Health Sciences, Simon Fraser University




➤ Self-care manual to help employees deal with low mood and depression

- ✓ CBT- based
- ✓ User-friendly
- ✓ Free
- ✓ Workplace-focused


Antidepressant Skills at Work is intended for:

- Working people with low mood, who may be at risk for developing depression
- Working people who have developed a mild or major depression
- Individuals who are re-entering the workplace
- Partners, family members, friends or workplace colleagues who want to help an individual suffering from low mood or depression
- Employers, supervisors or managers concerned about the well-being of their staff
- Treatment providers who would like a tool to use as an adjunct to their clinical treatment



& focuses on ways to:


- Deal with workplace problems so they are less likely to cause depressed mood or lead to depression
- Reduce the effects of depression and depressed mood on work satisfaction and performance



Why develop a CBT-based manual for depression in the workplace?




- 1 CBT is an effective depression treatment with specific benefit for recovery of work function
 “[CBT] has a direct effect on psychosocial functioning through therapeutic work on issues that have relevance to psychosocial functioning, such as the building of social skills.”
 Hirschfeld RM et al (2002), Biol. Psychiatry 51.
- 2 ...however, depressed workers lack access to this form of treatment



④ mildly-moderately depressed individuals use & benefit from CBT-based self-care manuals


④ a self-care manual can be distributed to *all* workers with mood problems

- Inexpensive
- Easily accessible
- Can be used by the worker without telling anyone
- Can be used in *Supported Self-Management* model – guided or coached by a physician, counselor, family member or friend
- Promotes early intervention with mood problems
- Can be added to other interventions and rehabilitation




⑤ fosters the worker's **active coping**

- with mood-triggering difficulties in the work situation (primary/secondary prevention)
- with depressive state and symptoms (recovery)
- with maintenance of gains (relapse prevention)
- with work return, to avoid RTD (Return To Disability)




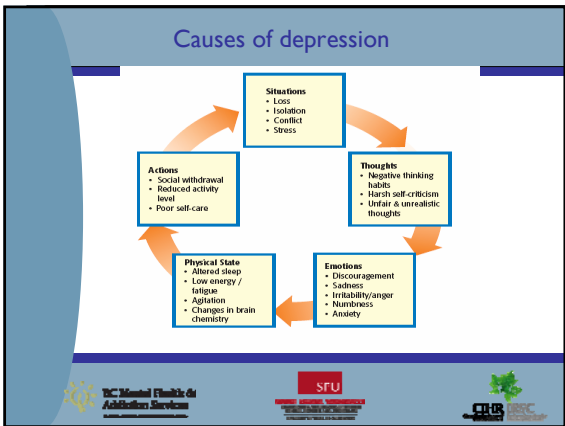
So, what's in the manual?



Key questions


- Why focus on depression at work?
- What is depression?
- What are the effects of depression on work life?
- What causes depression?
- What can I do about depression?
- What should I know about medication?








Antidepressant Skills

- I. Solving problems effectively**
 - Identifying useful actions
 - Evaluating (pros & cons)
 - Planning, implementing
- II. Realistic thinking**
 - Identifying distorted thinking
 - Challenging, replacing, practicing
- III. Reactivating your life**
 - Social, self-care, interests
 - Goal-setting




Other Topics

- **Preventing Relapse**
 - ❑ Planning ahead for stress
 - ❑ Mood emergency plan
- **Making Decisions about Depression**
 - ❑ Should I tell people at work about my depression?
 - ❑ Should I take time off work?
 - ❑ How can I return to work successfully?
 - ❑ What lifestyle changes might be helpful (sleep, diet, use of alcohol & drugs, physical activity)








Stories






Used to illustrate:

- Contribution of conflicts or coping difficulties to depression onset
- Impact of depression on function
- Use of support systems
- Use of the self-care manual and antidepressant skills
- Realistic outcomes

Release Date: June 2007

- Available for free download (www.carmha.ca/publications)
- Encouraging distribution of manuals by:
 - EFAPs
 - employers
 - unions
 - insurers
 - rehabilitation managers
- Employers/organizations wishing to do a print run are requested to contact Dr. Joti Samra at jsamra@sfu.ca/ 604.291.5263

Thank you!