



# Here4TN Leader's Monthly

March 2018



## Happy employees = higher productivity

Everyone has a bad day from time to time. But when an employee shows a pattern of absenteeism or reduced productivity, it may be related to something more. In the U.S., depression is linked to 200 million lost work days every year. Now there's a program that may help — it's called the **Take Charge at Work** program. It's available to employees at no additional cost, as part of their Here4TN benefits.

### You can make a difference.

As a manager, if you think an employee is dealing with depression or stress at work, consider referring them to Take Charge at Work. If they qualify, this program can help them better manage stress and depression at work — so they can feel better and be more productive.

### Here's how it works.

To start, an employee takes an online assessment consisting of 12 questions. Their answers help determine if they're showing signs of depression and if their work life may be negatively affected. The assessment calculates a score and the employee receives a message with suggested next steps.

Qualified and enrolled participants will work with an Optum coach for up to eight telephonic coaching sessions. Optum utilizes a special workbook to assist with the coaching sessions. The workbook is broken into eight chapters and is available in digital and print formats.

### Count on us for help.

Call 855-Here4TN (855-437-3486) if you have questions about the Take Charge at Work program. Or go to Here4TN to learn more about [stress](#) and [depression](#).

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*As a leader, it can be hard to keep up with all of the programs and services you and your employees have available. That's where your new Here4TN Leader's Monthly can help.*

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### Sources:

Depression evaluation measures :  
Centers for Disease Control and Prevention. Accessed January 10, 2018.

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# Improve your awareness about depression at work.

Have you recently noticed that one of your employees is showing up late to work? Or that your employee's productivity isn't what it used to be? Do you wonder if that employee is suffering from depression? It's not always easy to know.

Through Here4TN, we offer training programs designed to help you polish your communication skills and understand dynamics at work. Here's one that can help you learn about depression, so you can continue supporting your employees at work:

## **Training: Depression in the workplace** (1 hour)

What's happening when a co-worker or employee's behavior and work performance start declining? The personal and professional costs of depression can be staggering. Cultural stereotypes and biases still exist. These can create barriers against accepting depression and seeking help.

Participants will learn how to recognize clinical depression. And they will become familiar with methods of addressing depression with others, both from the point of view of supervisor and co-worker.

Here are some program highlights:

- Increase awareness of the impact of clinical depression on the workplace.
- Clarify the differences between feeling "down," sadness and depression.
- Recognize the manifestations of clinical depression in the workplace.
- Learn appropriate intervention methods.

## **Count on us for help**

Call 855-Here4TN (855-437-3486) for more information or [go here to complete a training request form and get started today.](#)



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[Here4TN.com](http://Here4TN.com)