LYTLE EAP PARTNERS

Navigating Work...Life...Health

Navigations

Your Organizational Compass

Issue: 8 **MAY 2012**

QUICK LINKS

American Psychiatric Foundation- First Quarter 2012 – Mental Health Works

This issue is packed with information about mental health parity, NIOSH trends, Latino employee education and depression in the workplace.

http://www.nxtbook.com/nxtb

QUICK LINKS

Make the business case for treating mental illness. Connect to cost calculators for alcohol, depression and substance abuse at the Partnership for Workplace Mental Health

http://www.workplacemental health.org/Business-Case/Depression-Calculator.aspx

MANAGER'S ROLE IN A HEALTHY WORKPLACE

The mental health concerns that manifest in the workplace first come to the attention of first line manager's as they see the behavioral impact of mental illness. What should a manager look for and what action should a manager take?

Managers will notice physical, emotional and cognitive changes in an employees' behavior that may or may not indicate a mental health concern. The manager should observe, and document these concerns paying particular attention to their impact on the employee's job responsibilities. **It is not the responsibility to diagnose or recommend treatment**. Some behavioral patterns a manager may notice are:

- Fatigue, excessive sleepiness
- Difficulty concentrating
- Frequent physical health problems
- Rapid weight gain or loss
- Irritability, conflicts with coworkers
- Procrastination, excessive worry
- Isolation from others
- Declining productivity and quality of work
- Absenteeism and lateness

If a manager observes a pattern of behavioral concerns that impact job performance the first step is to document the concerns and talk with the employee. A referral to an Employee Assistance Program can help the employee find the most appropriate kind of help and provide case management to ensure the employee continues to receive the right kind of treatment. The EAP can also provide consultation to the manager to clarify the performance concerns, changes that need to be made, time frames for improvement and follow-up. This structure is an effective tool is encouraging follow through with the EAP referral and EAP treatment recommendations. A reassurance to the employee that personal information regarding treatment is confidential will facilitate follow through.

Utilizing your EAP resources will reduce the costs associated with performance and productivity problems and help lower medical care costs. An EAP provides the resources to manage mental health concerns in the workplace are part of a corporate value system that values employee health and productivity.

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