Depression Hits the Tough Guys Too

Depression is often a difficult topic to discuss and even more so among men. In the U.S., depression affects about six million men as opposed to 12 million women. While it may seem men are not as likely to experience depression the fact is that many men don’t feel comfortable asking for help. They may believe mental illness is a threat to their masculinity and resist treatment. Studies indicate men experience depression differently than women. Signs of male depression include:

• Violent or abusive behavior
• Escaping life through work or sports
• Sexual affairs
• Alcohol or substance abuse
• Thoughts of suicide
• Rage

Male depression has often been linked with suicide, with older men at a greater risk. Men with depression are more likely to act on suicidal thoughts, their methods are more lethal and they may show less warning signs. Males often experience difficulty dealing with symptoms of depression. It’s common for men to believe they can overcome their depression on their own or tough it out. They may also engage in behavior that dulls the pain of depression including drinking, taking drugs, engaging in risky sexual encounters and overworking.

To overcome depression, treatment with a doctor or mental health professional is necessary. If a doctor suspects depression, they may run a series of medical and psychological tests including a physical exam, lab tests to screen for alcohol and drugs as well as the functionality of your thyroid and a psychological evaluation. If you or a loved one is diagnosed with depression, professional treatment is a must but you can aid the process by:

• Following your treatment plan. Don’t skip medication or therapy sessions.
• Learn about depression. The more you know, the more empowered you are.
• Watch for warning signs. If your symptoms come back following treatment make sure you keep track and connect with your physician as needed.
• Stay active. Exercise and activity have been shown to decrease depression symptoms.
• Avoid drugs and alcohol as they can worsen depression.

For more information on male depression and assistance, call ParTNers EAP at 1-800-308-4934. We are here 24/7 and it is always confidential.

Employee Assistance Program
1-800-308-4934

Whatever the problem, whenever the problem, we are here to help 24/7.
Confidential emotional, financial and legal support provided at no cost to you.

www.MagellanAssist.com

The Hustle and Bustle

Many of us have already busy lives between work, family and friends but then add in the holiday season and you might just find that you have even less time. Just because you have less time does not mean that day to day stress, problems at home or mental illness go away until after the holidays. ParTNers EAP knows that these factors still play a role in your life during this busy season. Have you thought about looking online at the various resources available? There are online assessments, articles on a variety of topics as well as recorded webinars. Something we have not mentioned previously is the option of downloading or listening to podcasts. You can listen at work or download it to listen to on the go.

All of this valuable information is available on our website and at your fingertips 24/7.

www.magellanassist.com

You will need to create a user ID and password if you do not have one already. Once signed in, to find information on webinars and podcasts click on the Member Services link and then On Demand Learning.
STAFF RETENTION

Fire Up Your Team!

Most organizations have at least one person who is a natural leader. When it is announced that he or she will be leading a new group, people line up to join the team. Workers often want this person to be their mentor or think of this person as a role model.

So how do natural leaders do it? What is their secret to getting people to go the extra mile for them? Some would have us believe that there are people who are born to be leaders. But no doctor in any delivery room ever held up a newborn and said, “Congratulations! You’ve got yourself a bouncing baby natural born leader.” The skills of leadership are learned through experience, and the decision to accept the role is personal.

In this issue of Your Source, you’ll find out how to be a leader at work and how to motivate your team members.

Good leaders not only “walk the walk,” they “talk the talk.” When they speak about the future, they are positive and upbeat. They always maintain a can-do attitude. Sure, there are some people who seem to be born leaders. But the best leaders are the people who work at it day in and day out.

Good leaders believe that every team member matters, and they work hard to foster an environment where everyone feels important and valued. It’s no wonder they attract all the support they need to help them achieve their goals.

Go Online Today!
Log on to access Staff Retention and other helpful resources in the Spotlight section.

Which listening technique will NOT make you a better leader?
A. Pay close attention to what the person is saying
B. Maintain eye contact
C. Anticipate what the person will say next
D. Paraphrase what the person has just said to be sure you understand it correctly

Check your answer on the bottom.

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Answer: C. Mind reading never works. It’s better to pay close attention to what the person is saying, so you fully understand what’s being said and are not making assumptions.
What Motivates People at Work?

How people feel about their job and their workplace largely determines how motivated they are. People are often more motivated and have more job loyalty when they feel valued at work, see themselves as a part of the organization and are contributing to its goals. Consider these ways to motivate your workforce, depending on what is appropriate in your organization:

• varied and interesting work
• high-quality training and development
• an open door culture in which management is approachable
• respect for a good work-life balance
• fairness at work
• proactive and regular communication
• regular appraisal and positive feedback
• the chance to socialize with co-workers at organized events
• recognition and reward for ideas

As a leader, you can motivate your team by:

• Demonstrating trust—Manage, just don’t micro-manage. Trust the individual worker or your team to get the job done. Delegating key tasks can empower workers, and stimulate ideas and productivity.

• Showing respect—Managers must show respect to their team before they can expect to be genuinely respected in return. One way to ensure this is to treat all team members equally and fairly.

• Giving encouragement—If a team member falls short on a project, don’t be fast to criticize; instead, find out what the problem is and try to get him or her back on track. Identify if more training is needed.

• Valuing diversity—What motivates one person may not work for another. Be flexible and use your interpersonal skills to get the best out of different types of team members.

• Celebrating successes—Be quick to give recognition and praise on a personal level and in front of the entire team.

Improving Teamwork

Every team needs a little extra motivation now and then. Here are some tips you can use as a manager to reenergize and jump-start your team:

Go for a small win. Set an easily achievable goal, and then have team members assist each other to meet the deadline.

Look for innovation within the group. Seek out the ideas and expertise of the least-vocal members.

Encourage each other. Good team players motivate each other to perform up to potential.

Give your team challenging assignments. People are more likely to work together as a cohesive team when they are asked to stretch their limits and think differently.

Bring in extra help if needed. If the team is lacking functional or technical expertise, bring in outside help or training to fill the need. Learning new skills is a great motivator.

Step outside of your role. Be willing to jump in and lend a hand to advance the team’s cause. You’ll exemplify the teamwork concept when you show that you’re not above doing the task and that you understand and value team members’ jobs.