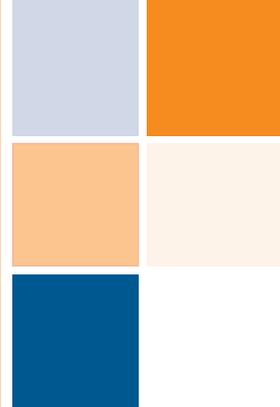


KeySolutions

Employee Assistance Program



Spring 2019



May is Mental Health Awareness Month

Mental Health Awareness Month was first established in 1949 addressing the need to encourage greater awareness and reduce the stigma surrounding mental health. National organizations such as NAMI (National Alliance on Mental Illness) and the National Council on Mental Health, along with WHO (World Health Organization), also focus attention on mental health. The color to symbolize mental health awareness month is green.

Mental health statistics from NAMI show that 1 in 5 adults in America experience mental illness. One-half of all mental illness begins by age 14 and three-quarters by the age of 24. Depression is the leading cause of disability worldwide and suicide is the 10th leading cause of death in the U.S. These numbers are shocking and encourage all of us to take a more sensitive approach to better understanding mental health.

Mental health may encompass many areas of concerns like depression, anxiety, mood disorders, trauma, PTSD and much more. This can prevent an individual from creating an emotional, mental, spiritual and social well-being that is healthy and stable. There are many warning signs to notice, not only in your own life, but in the lives of family, friends and children that may be contributing to mental health issues. These may include; feeling sad or withdrawn for a long period of time, feeling overwhelmed or fearful for no reason, mood swings, appetite concerns (eating too much or eating too little), repeated/increase use of alcohol or drugs, work-related issues, failing grades or fear of going to school or class, drastic changes in sleep patterns and/or pulling away from family or friends.

The importance of good intervention for mental health concerns is vital for finding healthy ways to cope in daily life. Many times medications can play an important role in stabilizing an individual so they can find a greater sense of balance. Connecting with a good counselor for therapy can also help with mental health issues. Talking through concerns, or finding new ways to improve thoughts and behaviors is vital to long-term success. A combination of medications and therapy may also be a good idea depending on the issues.

Remember, there are a variety of other things that contribute to improved mental health. For example, just talking with a friend or family member can help alleviate stress or reduce anxiety. Taking time to focus on good self-care, such as improving sleep or diet, taking time to exercise or meditate, can also help in bringing about a more sustained sense of mindfulness.

If you are seeking out professional resources, remember that KeySolutions is your EAP benefit provided by your employer at no cost to you. We can help with concerns including; depression, anxiety, family issues, workplace issues, alcohol/drug abuse and addiction, life decisions, marital and relationships, teen and children, grief, loss, trauma and much more. Please call us or visit our website listed on the bottom of the back page. We are here to help.

“Your present circumstances don’t determine where you can go; they merely determine where you start.” – Nido Qubien

Article by Beth Hall, EAP Counselor at KeySolutions Employee Assistance Program - 2019

Call us at 605-334-5850 or 888-450-7844

Normal Stress or Anxiety Overload?

Some degree of anxiety on the job is normal, but when it becomes excessive, employees start operating on “fight or flight” instinct rather than thinking clearly and rationally. Are any of your employees experiencing anxiety overload? Consider the following questions:

- Are feuding, backstabbing, and turf wars a way of life?
- Are particular individuals or departments blamed for organizational problems?
- Is there a problem with employee turnover? Are people constantly quitting due to job stress or dissatisfaction with the organization? When conflicts and problems arise, are people told to show more “team spirit”?
- Is “improved communication” considered the solution to all problems and conflicts rather than making decisions based on solid principles?
- Do people avoid conflict by avoiding each other altogether?

If the answer to most of these questions was an emphatic, “Yes,” the level of anxiety is likely too high – for employees or the company.

Source: “The Anxious Organization, 2nd Edition,” by Jeffrey A. Miller.

Depression need not be a Life Sentence

The World Health Organization considers depression the leading cause of disability worldwide. That’s ahead of widely publicized contenders such as cancer, heart disease and diabetes.

Current scientific literature clearly states that if you’ve had depression once, it will probably strike you down again and lay waste to your good years (ironically, disseminating this idea might exacerbate people’s depression). You’ll be impaired at work, your relationships will suffer, and your happiness and sense of meaning in life will be obstructed.

Depression can be a lifelong problem. But in rare longitudinal studies that modeled the whole population, 40 to 60 percent of people who had depression once never experienced a recurrence, even after being questioned years and even decades later.

Thriving, or well-being, was not measured directly in these studies, but it stands to reason that many of these people who had depression once, and shook it over the long-term, were living better than the average person without depression.

In a surprisingly large number of cases, people move from the ashes of despair to flourishing. For some, full healing may simply take the passage of time. Others may achieve it following formal treatment, while certain people may discover a new purpose in life or a daily routine that works for them. Some people may achieve this state after the first time they were depressed; others may get there only after several bouts of depression.

The most exciting aspect about illuminating these pathways is that some pathways undoubtedly will provide new points of leverage for containing the depression epidemic.

Source: *Psychology Today*. Read more here https://www.researchgate.net/publication/326546659_The_Curious_Neglect_of_High_Functioning_After_Psychopathology_The_Case_of_Depression

ATTENTION ALL EMPLOYEES:

KeySolutions EAP is available to **all employees** and family members. You **do not** need to be enrolled in your employers insurance to utilize this benefit.

How KeySolutions Works for You...

Counseling Services: KeySolutions is here to **help you** and your family with any of **life’s challenges**. During your appointment, you will meet with one of our experienced professionals and together decide on a **plan of action**.

Free and Confidential: Employee Assistance Program services are at **no charge** to you or your immediate family. All services will remain **confidential**.

Employees and Family: KeySolutions is available to all **employees** and **family members**.

Anywhere You Live: The Employee Assistance Program is available to you wherever you live. We have a network of counselors ready to serve you. Please call KeySolutions first and we will inform you of those counselors.

Contact Us: You can visit us at www.keysolutionseap.com, or email us at info@keysolutionseap.com. Call us at 605-334-5850 or toll-free at 888-450-7844.