Where Does Depression Hurt?

More Than Just the Blues

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Agenda

- Define Depression
- Symptoms of Depression
- Depression in the Workplace
- Providing Support
- Professional Help
- Self-care
- Self-help Practices
Goals

- Increase understanding of clinical depression
- Clarify difference between feeling “down”, sadness and depression
- Recognize depression in the workplace
- Learn about ways to prevent, reduce and eliminate depression
- Learn about effective forms of professional help
Defining Depression

An intense and overwhelming feeling which dulls our ability to function effectively, leaves us feeling joyless and uninterested in activities we normally enjoy and disrupts our normal routine.
Defining Depression

Are the following questions about clinical depression true or false?

- It’s a personal weakness.
- It affects the body, mind and emotions.
- It’s responsive to suggestions to “snap out of it”.
- Clinical depression is more serious than feeling “blue”.
- The feelings associated with depression are mild and/or fleeting.
- Depression is treatable and has a treatment effectiveness rate of 80 percent.
- An individual who is depressed may experience feelings that are out of proportion to or totally unrelated to external stimuli.
- Depression is something to be ashamed of.
- Depression is the same as feeling sad or down.
- Depression is a disorder meeting specific clinical criteria, one of which is that the symptoms have been present for at least two weeks in duration.
How Does Depression Feel?

- Write your signature.
- Write your signature with your non-dominant hand.
- Now look at it.
- What is the difference in how it felt to write with your non-dominant hand?
Symptoms of Depression

- Intense and unrelenting feelings of sadness
- Suicidal Thoughts
- Increased or reduced appetite
- Disrupted sleep or sleeping too much,
- Feelings of hopelessness
- Loss of interest in activities that normally bring pleasure, including sex
- Increased irritability, decreased patience, intense anger or rage
- Abusing alcohol or drugs
Body Scan Practice

Conscious Breathing

- Close your eyes
- Follow your breath
- Breathe in, breath out 10 times, slowly deepening your breath so that you can feel the breath penetrate your diaphragm and your lungs.
- Notice your stomach expanding on your in-breath and contracting on your out-breath.
... Body Scan Practice

- Using this breathing technique, focus beginning at the top of your head and then move your attention to the various parts of your body sequentially, inhaling and exhaling as you focus on each part of your body, ending with your feet.
- Finish by breathing in and breathing out 3 times
- Open your eyes
Recognizing Depression in the Workplace

- Reduced productivity
- Decreased morale
- Increased likelihood of accidents
- Increased absenteeism and/or tardiness
- Alcohol or drug use or abuse
- Decreased motivation
- Emotionally “flat” demeanor, or conversely, increased irritability or hostility
- Noticeable change in personal appearance
- Working more slowly and missing deadlines
- Reduced interaction with co-workers
- Lack of cooperation
- Frequent complaints around feeling tired and “achy”
- Making poor decisions and/or indecision; easily distracted; inability to comprehend instructions
Recognizing our stressful thoughts, moods and feelings:

- **Thoughts** (negative self-talk)
- **Moods** (low, pessimistic)
- **Feelings** (irritability, anger, frustration)
- **Physical sensations** (tightness, pain, shortness of breath)
Self Awareness Practice

Cognitive Re-framing utilizing conscious breathing

- Notice what you’re thinking/telling yourself.
- Take a deep breath and let negative thoughts pass.
…Self Awareness Practice

- Focus on your breathing for a few minutes until you can feel yourself relaxing.
- As you begin to relax, you will discover that your mind becomes quiet.
- You are now in a state of mind that will allow you to think and act from a more positive perspective.
Nutrition & Diet

Balanced Diet

- Whole grains
- Fruits
- Vegetables
- Protein
  - Meat
  - Poultry
  - Tofu/Soy
  - Beans
  - Nuts
- Low in saturated fats, trans-fats, refined sugars, salt, cholesterol & caffeine
Physical exercise effects the biology and psychology of depression. Exercise releases relaxing and pleasure inducing endorphins.

- Walking
- Hiking
- Stair climbing
- Aerobics
- Jogging
- Biking,
- Swimming
- Gardening
- Dancing
- Yoga
**Active Listening**
- Look at the person and suspend other things you are doing.
- Listen for both words and feelings.
- Listen non-judgmentally and sincerely.
- Re-state what you heard the person say.
- Be aware of your own feelings and opinions, but do not give advice.
...Tips on Proving Support

- **Empathy**
  - Cognitive: ability to understand the feelings of others
  - Emotional: ability to experience the feelings of others
  - Compassionate: motivation to help based on cognitive understanding and emotional experience of others
Exercise: What Helps? What Doesn’t?

- “You’re not alone in this.”
- “You have it so good, why aren’t you happy?”
- “Maybe you should take vitamins for your stress.”
- “It will pass, we can ride it out together.”
- “Cheer up!”
- “Take a hot bath. That’s what I always do when I’m upset.”
- “You don’t look depressed.”
- “I listen to you talk about it and I can’t imagine what it’s like for you. I just can’t imagine how hard it must be.”
- “What you need is some real tragedy in your life to give you perspective.”
When to Talk to a Professional Counselor

Any of these experiences may signal a need for help a professional counselor can provide:

- Emotional mood swings
- Angry outbursts
- Prolonged crying or weeping
- Suicidal thoughts
- Using drugs or alcohol to cope
- Reckless behavior
- Inconsistent work performance
- Withdrawal
- Low energy or chronic fatigue
- Change in sleep patterns
- Diminished or increased appetite
- Feelings of despair or hopelessness
- Diminished capacity for pleasure
Methods of Addressing Depression

Counseling Interventions:
- The methods of therapy which research have shown to be the most effective are Cognitive Behavioral Therapy (CBT) and Mindfulness Based Cognitive Therapy (MBCT). These forms of therapy support individuals in identifying and reducing negative thought patterns that contribute to depression.

Medical Interventions:
- Anti-depressants help restore the biochemical balance in the brain to natural levels.
- For clinical depression, individual usually responds within two to four weeks.
Recommended Readings


Depressed & Anxious: The Dialectical Therapy Workbook for Overcoming Depression & Anxiety, Thomas Marra, New Harbinger Books, 2004


Feeling Good: The New Mood Therapy Revised & Updated, David Burns, Avon Books, 1999

Appendix A—Ideas for Coping With Depression

- Talk about your feelings
- Physical exercise
- Increase the number of activities that make you happy
- Accomplish something every day
- Realize that feeling sad occasionally is okay
- Set limits: It’s okay to say “no”
- Take breaks consistently
- Plan and use vacation time
- Seek professional help

* Compiled by and used with permission of Greg Anderson, MS,LP, Lake Superior Area Family Services, Duluth, MN
Appendix B—Tip Sheet

The following statements may prove helpful to someone who is experiencing depression:

- “Although I may not fully understand what you are feeling, I’m here and I want to help.”
- “You are important to me.”
- “If you need a friend, I’m here for you.”
- “I care about what you’re going through.”
- “When all this is over, I’ll still be here—and so will you.”
- “All I want to do now is give you a hug and a shoulder to cry on.”
- “I’m not going to leave or abandon you.”
- “I love you, and though you may find it hard to accept that right now, I’m committed to being here with you.”
The following statements have been determined *not* to be helpful to those experiencing depression:

- “It’s all in your mind.”
- “I thought you were stronger than this.”
- “No one ever said life was fair.”
- “Stop feeling sorry for yourself.”
- “There are a lot of people worse off than you.”
- “What do you have to be depressed about?”
- “Lighten up!”
- “Most folks are about as happy as they make up their minds to be.”
- “You never think of anyone but yourself.”
Appendix D—Types of Depression

- **Major Depression**
  - Affects the total person, physically, mentally, emotionally and spiritually
  - Mood and affect may be flat, low or negative
  - Is clearly divergent from individual’s normal functioning
  - Is highly responsive to treatment

- **Dysthymia**
  - A chronic feeling of sadness or being down
  - Because of similarity of symptoms, difficult to differentiate from major depression
  - Differs from depression in onset, persistence and severity
  - Seen as individual’s normal functioning pattern

- **Bi-Polar Disorder**
  - Also known as manic-depression
  - Marked by dramatic and intense mood swings between depressive and manic symptoms
  - Manic phase includes excessive behaviors, impaired judgment and poor decisions

- **Seasonal Affective Disorder (SAD)**
  - Depressive symptoms are related to shorter days and lack of sun
  - There is early research indicating that some people may experience depression due to increased sunlight and heat
Appendix E—The Experience of Others…*

- “I had pains in my arms and a kind of weakness in my legs. I would be asking questions in an interview, and suddenly I wouldn’t be able to hear the answer, or think of the next question. My mind was on a completely different plane. I had no memory, no powers of concentration. If you asked me questions about a newspaper column I’d read two minutes before, I wouldn’t have been able to answer.” – Mike Wallace

- “All I want to do is lie in bed. I don’t talk to anyone, I don’t answer the phone, I just retreat. You feel that it’s all over, that everything is over, that you can’t get up, you can’t pretend, you can’t deal with anything. And you don’t want to hear anybody else’s cheerfulness.” – Joan Rivers

- “Sadness is a component of depression. You’re not happy. But it’s a much more intense emotion than mere sadness. It’s sadness that has become intensified into excruciating pain. Sadness is there as a kind of shadow. To me, sadness is characterized by just a general melancholy feeling about a life, a kind of sense of regret, a sense of disaffection in the life, in the absence of happiness. But depression is significantly more intense than that. It’s pain, real pain.” – William Styron

- “It’s difficult for the public to realize how powerful the mind is, and how much pain the mind can give you. When you’re depressed, it’s as though this committee has taken over your mind, leaving you one depressing thought brush your teeth. You don’t care. The one thing I did do, I still ate a little bit. But I didn’t have much of an appetite. I know a lot of people who say they didn’t eat at all.” – Rod Steiger
Additional Health Resources for Cisco Employees & Families

- **OptumHealth Behavioral Solutions**
  www.liveandworkwell.com
  - Confidential Employee Assistance Program (EAP) services for Cisco employees and their families

- **LifeConnections Fitness Center powered by Plus One**
  http://wwwwin.cisco.com/wpr/empserv/fitness/us/ca_sanjose/
  - Onsite fitness center located in SJC-Q. Offers multiple specialty areas for exercise, group fitness, stress management, one-on-one personalized instruction, teambuilding, and social networking.
Additional Health Resources for Cisco Employees & Families

- **LifeConnections Health Center** [www.ciscolifeconnections.com](http://www.ciscolifeconnections.com)
  - Onsite medical facility for Cisco employees and their families

- **Alere, formerly Matria Healthcare** [www.alerehealthconnections.com](http://www.alerehealthconnections.com)
  - Online health information, condition management and health coaching services

- **HealthConnections** [www.cisco.com/go/health](http://www.cisco.com/go/health)
  - Cisco’s health-enhancement program, with information and resources to take charge of your health in the areas of nutrition, fitness, sleep, life balance, preventive care, and condition management