

Frontline

A NEWSLETTER FOR SUPERVISORS FROM REACH EMPLOYEE ASSISTANCE
www.reachline.com Fall 2020

Depression: A Leadership Guide



One of the greatest challenges a leader can face is supervising an employee that may appear depressed. How we approach the issue can have an impact on the employee's willingness to receive necessary professional help. Consider the following:

- Deterioration in job performance, personal appearance, punctuality, or other habits can be a sign of many problems, including depression.
- Offer concern and support while avoiding a discussion about personal problems that need to be professionally and confidentially handled.
- Be careful to not prejudge, diagnose, or offer advice, but remind the employee that REACH is a confidential resource especially designed to assist with depression related concerns.
- If the employee suggests that the problems related to their depression is work related, take the initiative to assess the concerns and provide needed organizational support including a referral to REACH.
- As a general rule, anyone verbalizing depression or suicide related concerns should be referred for a professional evaluation. Consult with REACH and your HR Team for EAP referral and policy related guidance.
- Make sure to protect the employee's privacy with regard to other employees knowing personal information.

Consultation Services

REACH provides consultation services for a variety of concerns that may affect you in your role as a supervisor. As well as providing confidential short term counseling, assessment and referral services for personal and professional concerns, REACH is available to advise you on the following employee related challenges:

- ▶ Mental Health
- ▶ Substance Abuse
- ▶ Critical Incidents
- ▶ Violence or Threat
- ▶ Leadership Skills
- ▶ Job Performance

To speak to a REACH supervisor consultant call 1-800-273-5273

Visit us online for additional Leadership Resources

<https://www.reachline.com/supervisor-resources>

 **REACH**
Employee Assistance, Inc.