

Paying the Price:

The \$44 Billion Problem American Businesses Can Help Fix

Everyone feels lost in the woods from time to time. Sometimes, it's a sign of a serious problem.

 14 million

Each year, clinical depression affects nearly 14 million Americans (i.e. equivalent to the number of people living in the state of New York) and affects people during their prime working years.

absenteeism
presenteeism

Depression is evident in the workplace in the following ways:

- o Presenteeism (being at work, but not engaged/productive)
- o Absenteeism (days away from work)

4x

Researchers have found that absence, disability, and lost productivity from depression cost employers more than **four times the cost** of employee medical treatment.

68 million

Each year, **68 million** additional days of work are missed by US workers who have been diagnosed with depression compared to their counterparts who have not been diagnosed with depression.

\$

Depression is a leading cause of **lost productivity** in the United States with an annual cost of \$44 billion to employers.

Know the Signs

Signs and symptoms of depression may include:



Lack of interest in activities



Feeling down, depressed, or hopeless



Trouble concentrating or making decisions



Trouble falling or staying asleep, or sleeping too much

Treatment Makes a Difference

Depression is very treatable.

More than **80%** of those who seek **treatment show improvement.**

The most commonly used treatments are psychotherapy and antidepressant medications, or a combination of the two.



Nearly **86%** of employees treated for depression with antidepressants report improved work performance. Treatment of depression also results in a 40-60% reduction in absenteeism/presenteeism.

The signs of depression, at work and at home, are known to cause people significant distress/impairment in social, occupational, and other important areas of life, but many people may not feel comfortable seeking help because of the stigma and fear of repercussions. Unfortunately, despite advances in treatments, only one-third of people with diagnosable mental health conditions seek care.

To help combat the significant impact of depression on individuals and businesses, the Partnership for Workplace Mental Health, a program of the American Psychiatric Foundation, and Employers Health, a national employer coalition based in Ohio, created *Right Direction*, a first-of-its-kind initiative to raise awareness about depression in the workplace and its effect on productivity, promote early recognition of symptoms, and reduce the stigma surrounding

