CONTRIBUTING FACTORS

Job strain, high workloads
Inattentive & overly demanding management
Low awareness of mental health issues
Family and physical health concerns

ANXIETY & DEPRESSION

POOR MENTAL HEALTH

Psychological symptoms:
- Sadness, low mood
- Irritable
- Loss of interest
- Poor concentration
- Emotional distress
- Lack of motivation
- Problems making decisions

Physical symptoms:
- Nausea
- Headaches
- Dizziness
- Trembling
- Insomnia
- Fatigue
- Poor appetite
- Sleeping problems

CONSEQUENCES OF SYMPTOMS & TREATMENT

Self-medication:
- Alcohol, caffeine, herbal remedies

Lack of awareness of effective treatments, poor access to affordable treatment, difficulty finding most effective treatment

Side effects of medication

EFFECT ON INDIVIDUAL

Impaired work performance

"Presenteeism" & accidents

Sickness & absenteeism

Disability leave, job loss, unemployment

Loss of social network/isolation

EFFECT ON ORGANIZATION

Lost productivity, increased health care costs

Increased staff turnover

Low staff morale, difficulty hiring qualified candidates

STIGMA

- Contributing factors
- Anxiety & depression
- Consequences of symptoms & treatment
- Effect on individual
- Effect on organization
- Stigma

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