



# Understanding Stress, Anxiety, Depression & Burnout

# Data

- Deliver over 18,000 hours of counselling and psychological assessments

*mental health trends emerge....*

- Depression drives the most cases as primary or secondary presenting diagnosis
- Managing Stress is the single most commonly completed e-course
- Depression is the most common presenting and confirmed diagnosis for disability cases where MND is the primary presenting problem
- Anxiety is the second most common post-assessment diagnosis in disability

# Mental Health Conditions

Stressed Out

Anger management

Breakdowns

Burn Out

Obsessive compulsive

Psychosis

Schizophrenia

Personality disorders

Anxiety

Depression

Adjustment Disorder

Agoraphobia

PTSD

# People Exclusive Heather Locklear's “Breakdown”



## Heather Locklear's BREAKDOWN

Heather is in Treatment for 'Anxiety and Depression'

Heather is seeking treatment for psychological issues at an Arizona facility, her publicist confirms to PEOPLE exclusively.

"Heather has been dealing with anxiety and depression. She requested an in-depth evaluation of her medication and entered into a medical facility for proper diagnosis and treatment," says Locklear's rep.

# Major Depression (mild to severe)

## Symptoms

- A variety of symptoms, including: low or depressed mood, loss of pleasure/interest in nearly all activities, changes in appetite/weight, decreased energy, feelings of worthlessness, increased irritability

## Characteristics

- One of the most common and most debilitating disorders. In extreme cases, the person may not be able to perform self-care or maintain self-care

## Prevalence in Canada

- The lifetime rate of depression is between 8% and 14% of working age groups (about 1 in every 10 employees)

# Bipolar Depression

## Symptoms

- Similar to major depression but also has recurring episodes of mania (swings from very positive mood to irritability, recklessness, poor judgment)

## Characteristics

- Associated with younger age, low income, having a substance abuse disorder and having an anxiety disorder, less social support

## Prevalence in Canada

- Lifetime prevalence rate of 2.4% of the adult working population (about 1 in every 40 employees)
- Ten year delay in treatment

# Social Anxiety and Phobias

## Symptoms

- Intense fears of being socially scrutinized or embarrassed in interpersonal situations (social anxiety). A marked fear and avoidance of a specific object or situation

## Characteristics

- Most people with one anxiety also have another condition.
- Commonly have other difficult life experiences (e.g. never marrying, divorce or separation)

## Prevalence in Canada

- Lifetime prevalence rate of 8% of the working age populations (about 1 in 12 employees)

# Panic Disorder

## Symptoms

- Recurrent and unexpected panic attacks (discrete periods of intense fear that occur in the absence of any real danger)

## Characteristics

- Can result in a kind of behavioral paralysis due to the fear and being homebound

## Prevalence in Canada

- Lifetime prevalence rate of 2.1% of the working age populations (about 1 in every 50 employees)

# Schizophrenia

## Symptoms

- Chronic disorder punctuated by episodes of psychotic symptoms, (hallucinations and delusions)

## Characteristics

- Symptoms are often so severe that the individual with schizophrenia cannot work

## Prevalence in Canada

- Lifetime prevalence rate of about half of one percent of Canadians (0.5% or about 1 in 200 employees)

# Diagnosis and Assessment

## **Pre-Screening**

Mental status examination

CAGE

GAF

## **Clinical Assessment Instruments**

Psychological Stability –MCMII-II, MMPI-II, Beck Depression, Symptom Checklist, CPI, 16PF,

Substance Abuse -

MAST, DAST for all SAE Assessments, SASSI, AUDIT, ASSIST

## **Diagnosis**

DSM V

# Burned Out

Usually refers to a situation of exhaustion, may be used to refer to fatigue or sudden inability to cope after a period of increased stress.  
Burn out is not a diagnosis-able condition

Burn does not have common acceptable parameters

Burn may be mask depression or other diagnosable conditions and is a colloquial term that may also be used to express a general frustration not medical

Burn out symptoms of frustration, irritability, fatigue can respond well to short term, CBT methods of counselling

Related = stress

# Anxious

Feeling Anxious, having anxiety (situational) is most common amongst younger population and prevalence is greatest with women.

Most people will experience periods of high anxiety, restlessness, even panic and some physical symptoms such as heart racing, palms sweaty and even chest pain.

Amongst males it can frequently be mistaken initially for respiratory or cardiac conditions.

Anxiety can be as common as 1-6 to 1-8

Related= Stress/Depression

# Depressed

Situational depression usually follows a disturbing life event that the individual must *adjust* to.....Examples include Bereavement, separation, divorce, job loss....

Both involve chemical changes to brain function and respond best to counselling and medication. Not all situational depressions will require medication for a adequate recovery.  
CBT short/mid term is best treatment option

Related diagnosis= adjustment disorder

# Stressed

The role of stress is important to recognize, as it's a precursor to serious mental health conditions

Stress is widespread in society and in the workplace

A Canadian Survey of 6,600 adults showed that over a 6 year span, 43% of people reported at least one episode of severe psychological stress and 19% had 2 or more episodes

39% (4 in 10) have said workplace stress has been so bad it has made me physically ill

# What is the influence of work on employee mental health?

- Psychologically demanding work coupled with little decision-making opportunity create a working experience that has been labeled “job strain”
- Employees that have job strain are at an increased risk for depression and drug dependence
- Other factors that negatively affect employees include: job insecurity, excessive physical demands, and low co-worker support

# Co morbidity

- It's not always clear whether mental health conditions cause physical health conditions or whether they are a consequence of such conditions
- Mental health conditions like depression and anxiety have been linked to a wide variety of health conditions, including: heart disease, diabetes, chronic pain, and difficulty with sleep
- Mental Health conditions have a high degree of co morbidity with each other

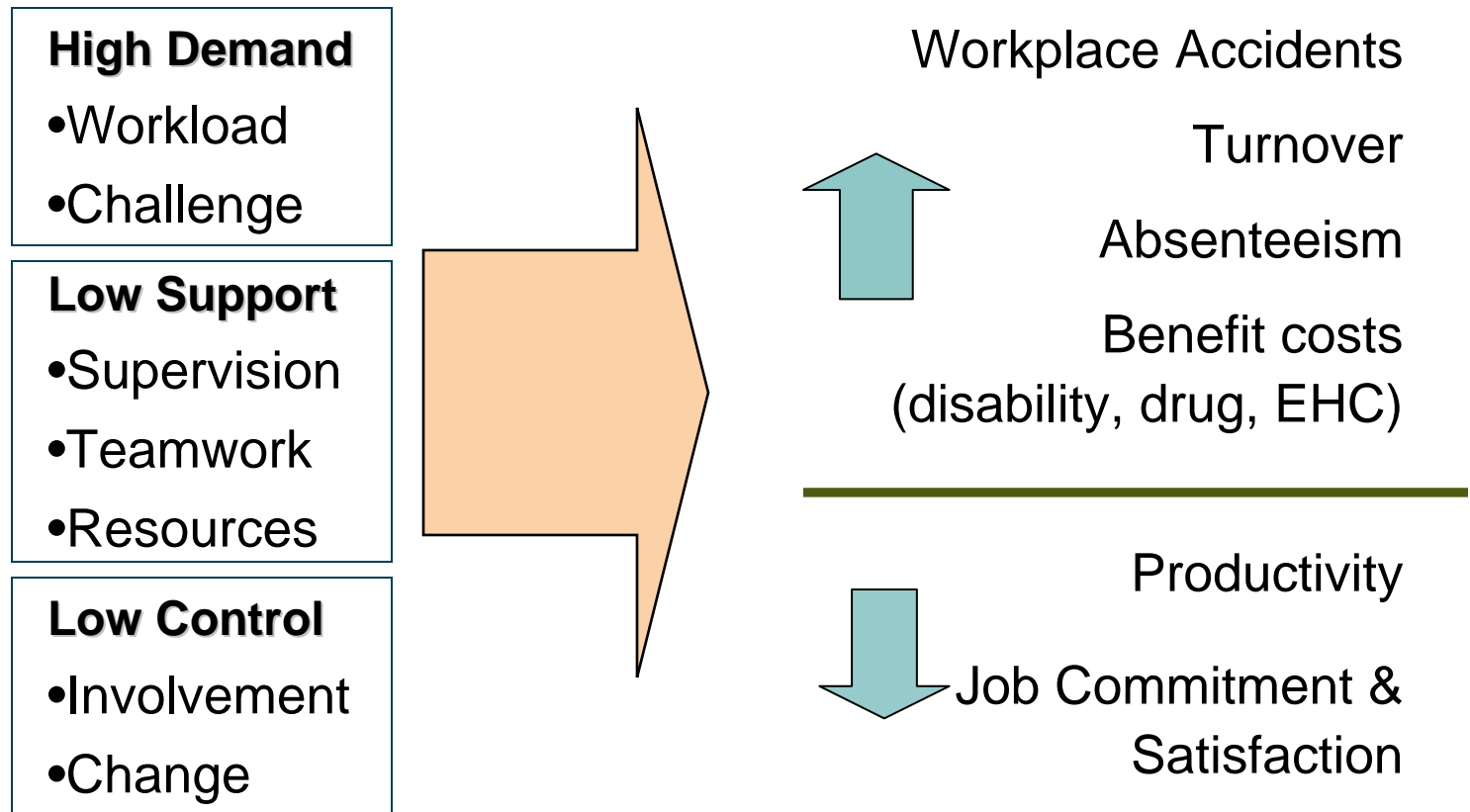
# What are the most common causes of workplace stress?

Recent national surveys show one in four employees in Canada consider that most workdays are “quite a bit” or “extremely” stressful.

Most common sources are:

- Long hours
- Heavy workload demand
- Poor interpersonal relations
- Risk of accident or injury
- Exhaustion

# Impact of Stress



# Ten Elements of a Psychologically Healthy Workplace

1. Transformational Leadership
2. Work Load and Pace
3. Work Schedule
4. Role Clarity
5. Job Future
6. Autonomy
7. Workplace Justice
8. Reduced Status Distinctions
9. Social Environment
10. Extrinsic Factors