

4 ways to help a discouraged employee

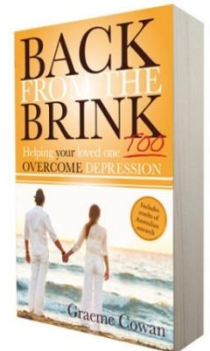
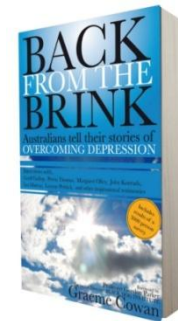


Graeme Cowan

Graeme Cowan



- In 2000 5 year episode of depression which was the worst his psychiatrist had ever treated.
- Author award-winning ***BACK FROM THE BRINK*** book series and the report ***Best Practice in Managing Mental Health in the Workplace***.
- Director of RUOK? Day.
- **Early career** as a Marketing Manager with Johnson & Johnson and Pfizer, then lead a culture change division with Morgan and Banks, before becoming Joint Managing Director with AT Kearney Executive Search.



moodometer



dying

survive

strive



thrive

Strive2Thrive Program

RED ZONE

GREEN ZONE

beating depression program

0

5

10

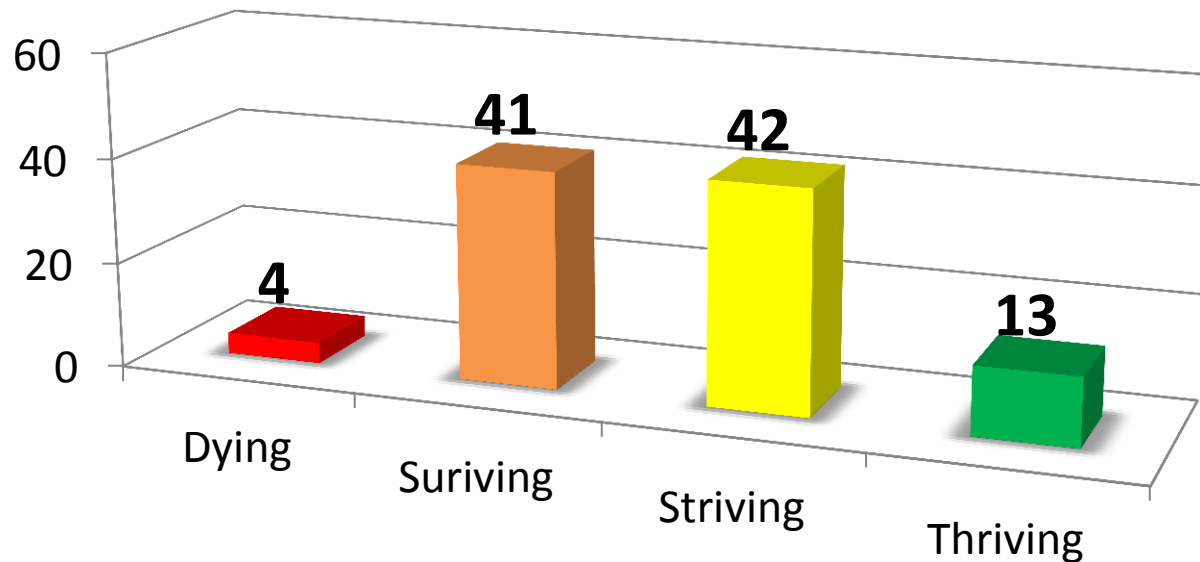
I am suicidal. I feel very anxious and depressed and am convinced I can't get better. I am relying on alcohol and/or other drugs to cope

I feel worried. I regularly feel tense and have trouble sleeping. I know I'm not fully productive but I'm hopeful I'll improve.

I feel physically, mentally, emotionally, and spiritually thriving. I know I can cope with whatever life throws at me.

Adapted from mental health at work model © 2006

Australian employee moodometer



Source: 2011 RUOK? at Work Survey

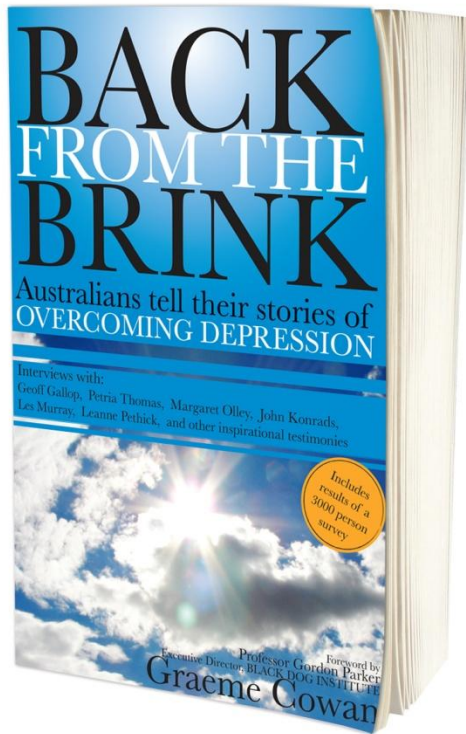
Low mood costs

34% lost
productivity

\$250K cost per claim



BACK FROM THE BRINK USA Research



4064 people
asked:

*What worked
best?*

Compassion

Access experts

Revitalizing work

Exercise

Compassion



How to ask RUOK?



Accessing experts



IamBackFromTheBrink.com OR GraemeCowan.com.au

**26% patients discussed depression
with GP**

Source: Ultrafeedback 2006

**6 hours mental health training in 6 years
for GP's!!!!**

Source: Black Dog Institute

Finding a mental health savvy GP

Friends/family recommendation

www.beyondblue.org.au postcode search

www.agpn.com.au Australian General Practice Network

Community mental health



Most effective psychological treatments

Cognitive Behaviour Therapy

Mindfulness Based Cognitive Therapy

Acceptance Commitment Therapy

Interpersonal Therapy

Revitalizing

Work



Revitalizing work



Employees that use their strengths are more engaged and energised



Manager

Ignore = 40% disengaged

Focus weaknesses = 22% disengaged

Focus strengths = 1% disengaged

Wellbeing: Tom Rath

Revitalizing work

Positive Psychology

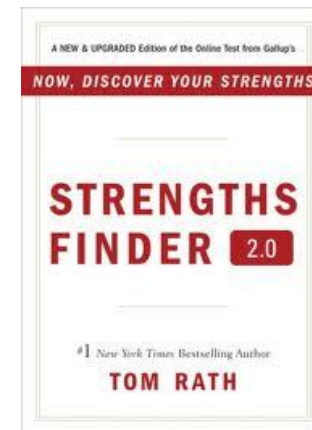
www.AuthenticHappiness.org

VIA survey of Character
Strengths – top 5/24

Gallup StrengthFinder 2.0

www.gallupstrengthscenter.com

Top 5/34



Exercise



Exercise Hints

Start small

Find something you like

Introduce rituals

Pedometer and prepare clothes

www.SparkPeople.com – Facebook of health

Compassion

Access experts

Revitalizing work

Exercise

Beating Depression

4CD's and Workbook

“BEATING DEPRESSION offers a pragmatic and holistic approach to recovery for both the person living with depression and their carer.

The seven strategies are comprehensively detailed, and offer clear next steps, and encouragement to action. I particularly like the guidance on how to encourage a reluctant person to seek help and how to find good mental health professionals.

Graeme's personal story, research, and perspective add credibility and gravitas to the overall message.”

Dr Peter Cotton, Clinical and Organisational Psychologist

BEATING DEPRESSION



7 Essential Strategies Plus First-hand Practical Advice
For Depression Sufferers and Their Caregivers

4 Audio CDs & Workbook



Best selling author of *Back From The Brink* and *Back From The Brink Too*



More Information



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Over 40 free resources



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