



Depression in the Workplace

WA State Employee Assistance Program

www.eap.wa.gov

Toll-free 1-877-313-4455

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Depression can come in many forms. Often, the person suffering from depression feels alone and isolated, and may not realize their symptoms are serious. Just as depression impacts every aspect of life, work performance and productivity are almost always affected as well. This includes negative changes in workplace relationships, which can have far-reaching impact.

A depressed employee's behavior changes. He or she may not see it, but co-workers surely will. Becoming aware of the signs can help you start a conversation and promote understanding in your workplace. The list below demonstrates how the feelings of depression can appear to coworkers.

What depression feels like

How it looks to coworkers

Deep feelings of sadness	Withdrawal from team, isolates oneself
Lack of concentration, slowed thoughts, and on difficulty thinking	Putting things off, missed deadlines, accidents the job
Forgetfulness and trouble remembering	Seems "scattered" or absentminded
Trouble making decisions	Procrastination, indecisiveness, slowed productivity
Trouble sleeping or sleeping too much	Late to work, can't get going in the AM, afternoon, fatigue, accidents on the job
Feelings of worthlessness or experiencing inappropriate guilt	Unsure of abilities, lack of confidence
Energy loss or increased fatigue	Low motivation, detached
Irritability, anger, or tearfulness	Inappropriate reactions, strained relationships with coworkers or clients
Weight or appetite changes	Change in appearance

How you can help

If you think a colleague or coworker might benefit in seeking support, encourage them to reach out to the Washington State Employee Assistance Program ([WA-EAP](http://www.eap.wa.gov)). Free, 24/7, anonymous help is available calling the [National Suicide Prevention Lifeline](http://www.naspl.org) 1-800-273-TALK (1-800-273-8255).