

# Depression

## Employer Discussion Guide

### Learning Objectives:

- Understand what depression is
- Know how to talk to someone who might be depressed
- Know where to seek professional support

### Using the Discussion Guide

#### Before Facilitating:

1. Watch video module yourself.
2. Familiarise yourself with the background information (on this page).
3. Familiarise yourself with the group questions (over page) and consider how you might respond to these questions yourself.
4. Allow 10-15 minutes for watching the video module plus exploring the group questions.

#### When Facilitating:

1. Inform the group of the purpose of the module and learning objectives. It can help to list the learning objectives on a whiteboard.
2. Have group watch the video module.
3. Ask group “comprehension” questions (over page) to ensure transfer of important information.
4. Ask group “deep learning” questions (over page) to generate group discussion.
5. Close the session by referring to the Closing Points (over page).



### Background Information

Depression (or Major Depressive Disorder), is when a person feels sad or flat for weeks, months or years, for no particular reason.

### Depression Symptoms

Depression symptoms include:

- difficulty getting motivated,
- no longer enjoying things (previously enjoyable),
- changes in body weight or sleep routines,
- loss of energy,
- feeling guilty or worthless,
- difficulty thinking or making decisions, and
- perhaps even thoughts of self-harm.

### If You Notice Risks In Others:

If you notice that someone isn't acting the way they usually do, it is important to talk with them to make sure they are okay. You can start by saying that you noticed they might be struggling. It is important that you then listen without judgement. Don't try to solve their problems, but offer support. If you feel that they might need additional support, you can offer to help them find support. A good first step is a doctor. Not only is depression debilitating, it is also a leading cause for suicide - with young people and males at a higher risk. If you feel that there might be a risk of self-harm or suicide, it is important not to leave them alone, and seek urgent medical assistance.



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## Treatment:

Although medication is often recommended, other evidence based strategies can include talking therapies, lifestyle changes, exercise, and increased social interaction and support.

## Group Questions

### Comprehension

How is depression different from having a bad week?

What are some of the symptoms of depression?

### Deep Learning

What sort of barriers might prevent someone from talking about their experience with depression?

Can anyone give me an example of a time when you have seen someone you thought was depressed?

Follow up questions:

- What did you notice to make you think that?
- What did you say to them?
- What was the result of the conversation?

## Closing Points

Remember despite not being readily observed like a physical injury, depression is highly debilitating for sufferers. The symptoms persist and can make everyday tasks, like coming to work, extremely difficult. However, with correct advice from a qualified health practitioner, depression can be treated successfully.

If you would like help accessing some support for depression, please speak to your leader.

## For More Information

Visit [www.flourishdx.com](http://www.flourishdx.com) for more information including 40+ additional modules for supporting better mental health and sleep health.

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