



Great West Life Centre of Mental Health in the Workplace

Mental Health in the Workplace Research

August 2012



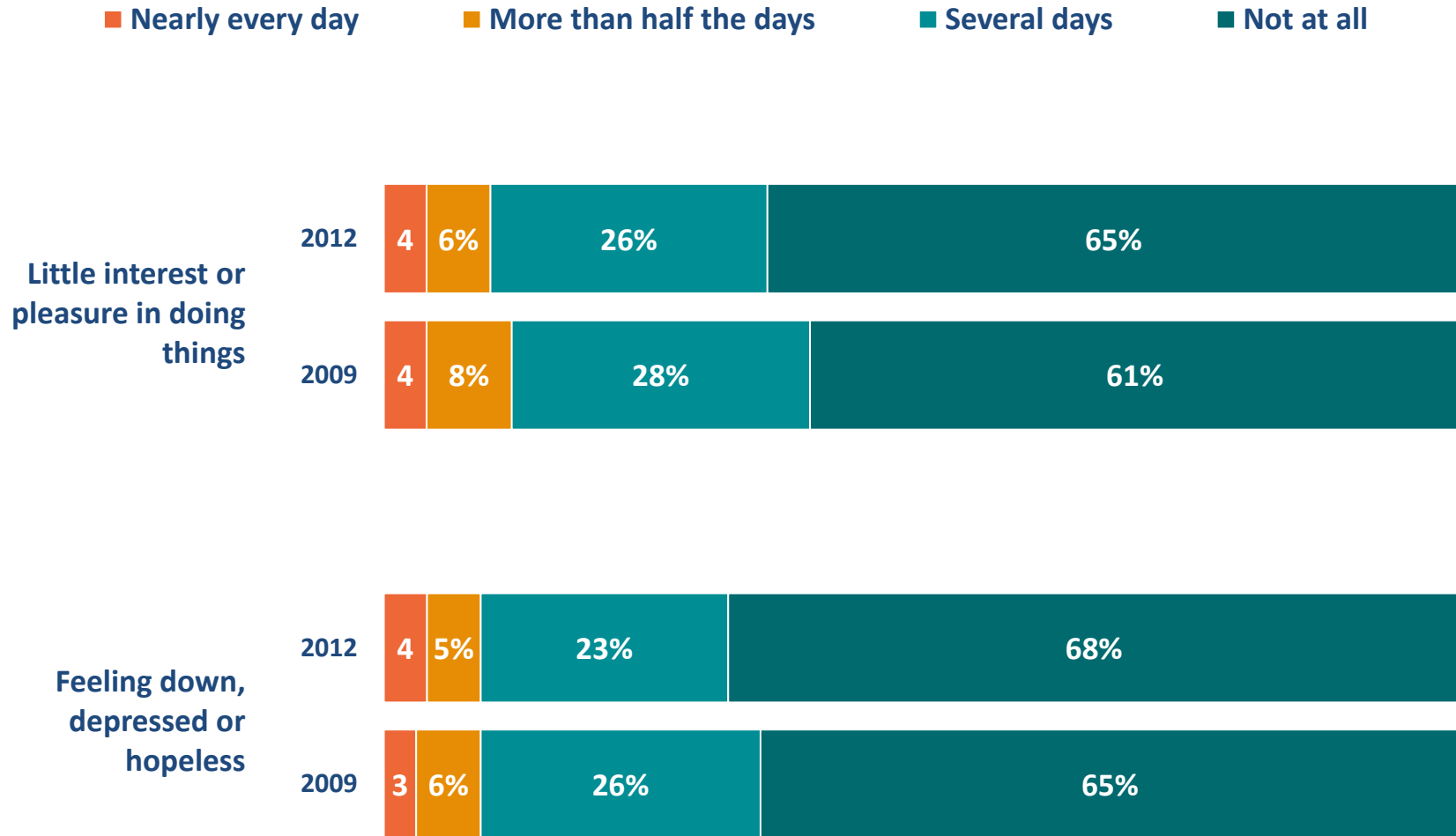
- The methodology for this research involved an online survey among employed Canadians.
- A total of n=6,624 surveys were completed from July 18th to July 24th, 2012.
 - ⇒ This includes a total of n=4,307 surveys among employees and n=2,317 among managers/supervisors.
- The sample for this study was drawn from the Ipsos Reid Household Panel. Quota sampling and weighting were employed in order to balance demographics and ensure that the sample's composition reflects that of the actual employed Canadian population according to Census data.
- The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of +/- 1.7 percentage points for employees and +/-2.3 percentage points for managers and supervisors. For more information on credibility intervals, please visit the Ipsos website at http://ipsos-na.com/dl/pdf/research/public-affairs/IpsosPA_CredibilityIntervals.pdf
- *A note on reading this report: In this survey some questions were asked among managers/supervisors, some among employees (i.e. non-managers/supervisors), and some among all respondents. Throughout this report, 'managers/supervisors' refers to questions asked among managers/supervisors, 'employees' refers to questions asked among non-managers/supervisors, and 'managers/employees' refers to questions asked among all respondents.*



Depression in the Workplace

Symptoms of Depression in the Past 2 Weeks

Similar to 2009, 1 in 10 employees have been bothered by experiencing little interest or pleasure in doing things or feeling down, depressed or hopeless nearly every day or more than half of the days of the past two weeks.



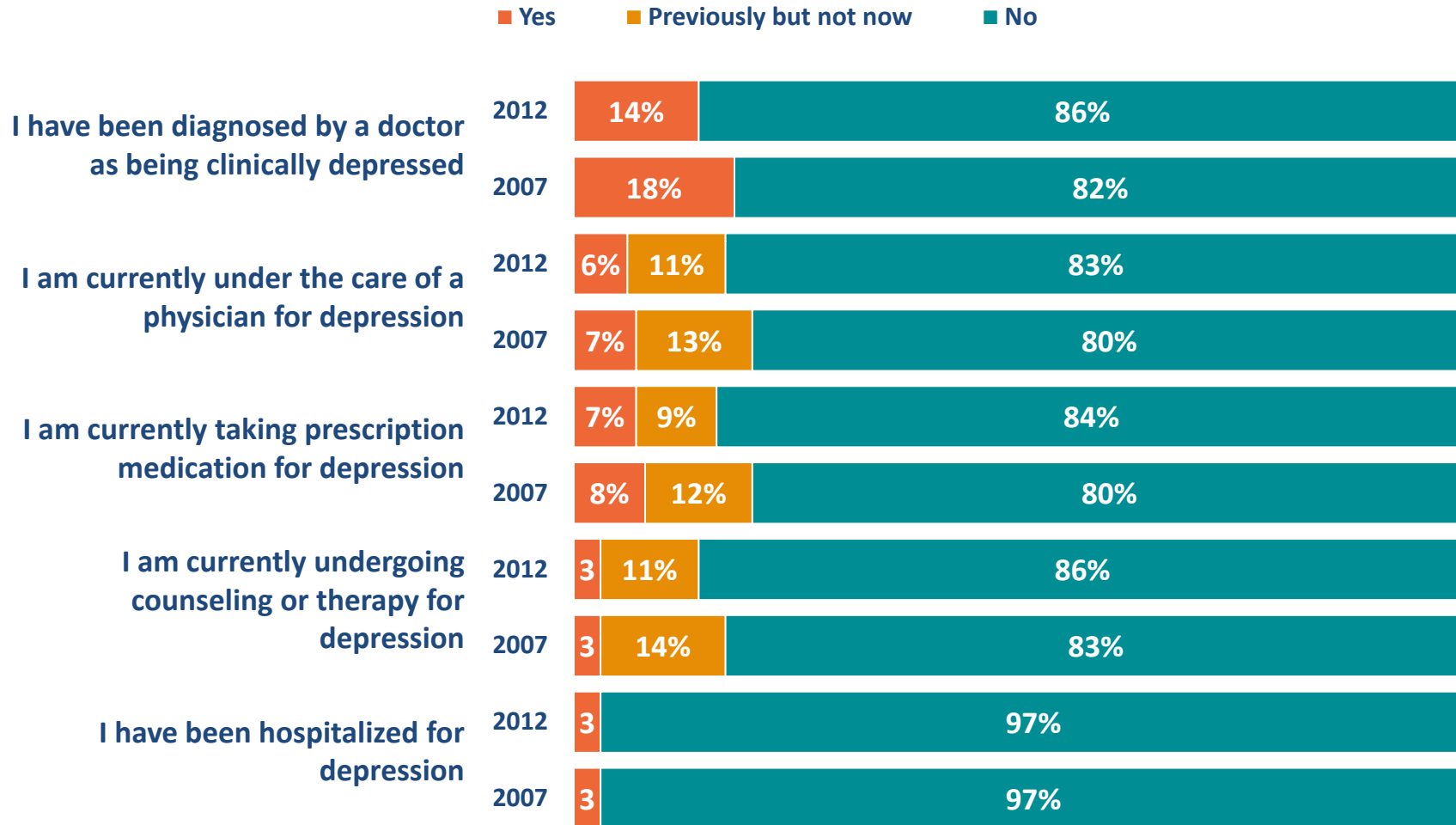
Q5.1. Over the last 2 weeks, how often have you been bothered by any of the following problems:
 Base: Employees (2012) n=4,307; (2009) n=4,200



Incidence and Experience With Depression



Fourteen percent of managers/employees have been diagnosed by a doctor as being clinically depressed (compared to 18 % in 2007).

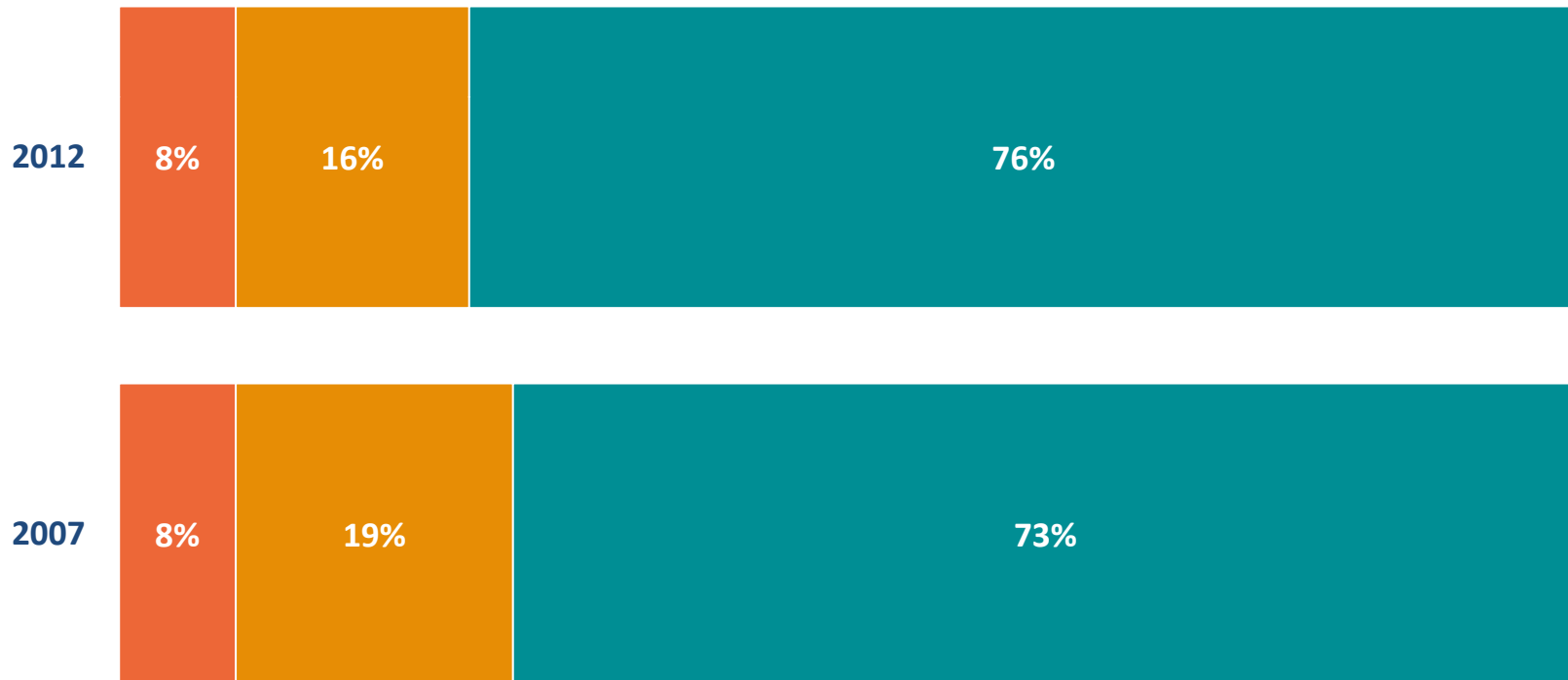


Q7.3. Please select a response for each of the following statements...

Base: Employees/managers (2012) n=6,624; (2007) n=4,122

About 1 in 4 respondents believe that they are or were previously suffering from depression even though they had never been clinically diagnosed with it.

■ Yes ■ Previously I believed that I was suffering from depression, but I no longer believe that I am ■ No

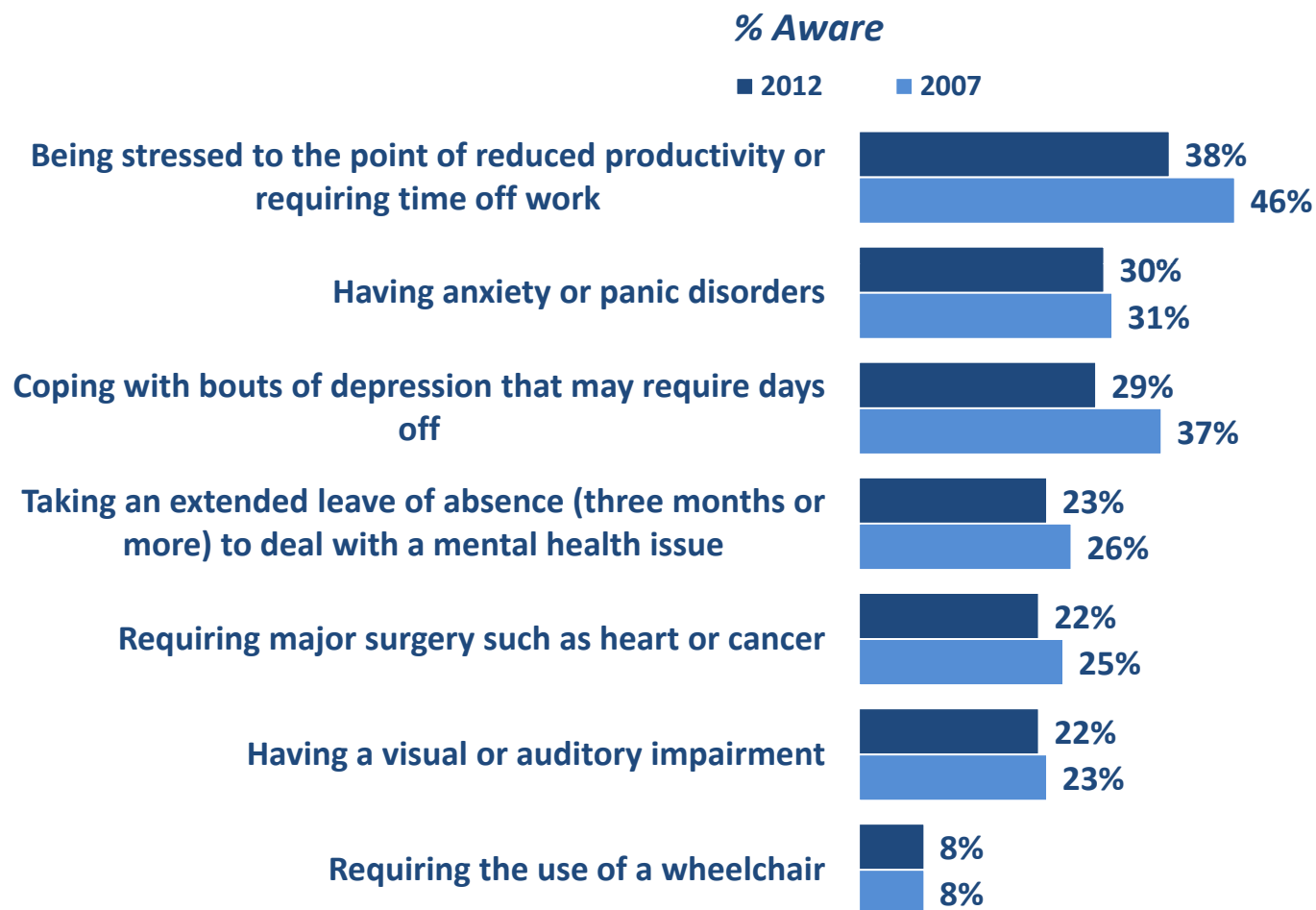




Awareness of Employees Experiencing Various Conditions or Circumstances in the Workplace



4 in 10 employees/managers are aware of any employees in their workplace (including themselves) who are being stressed to the point of reduced productivity or requiring time off work.



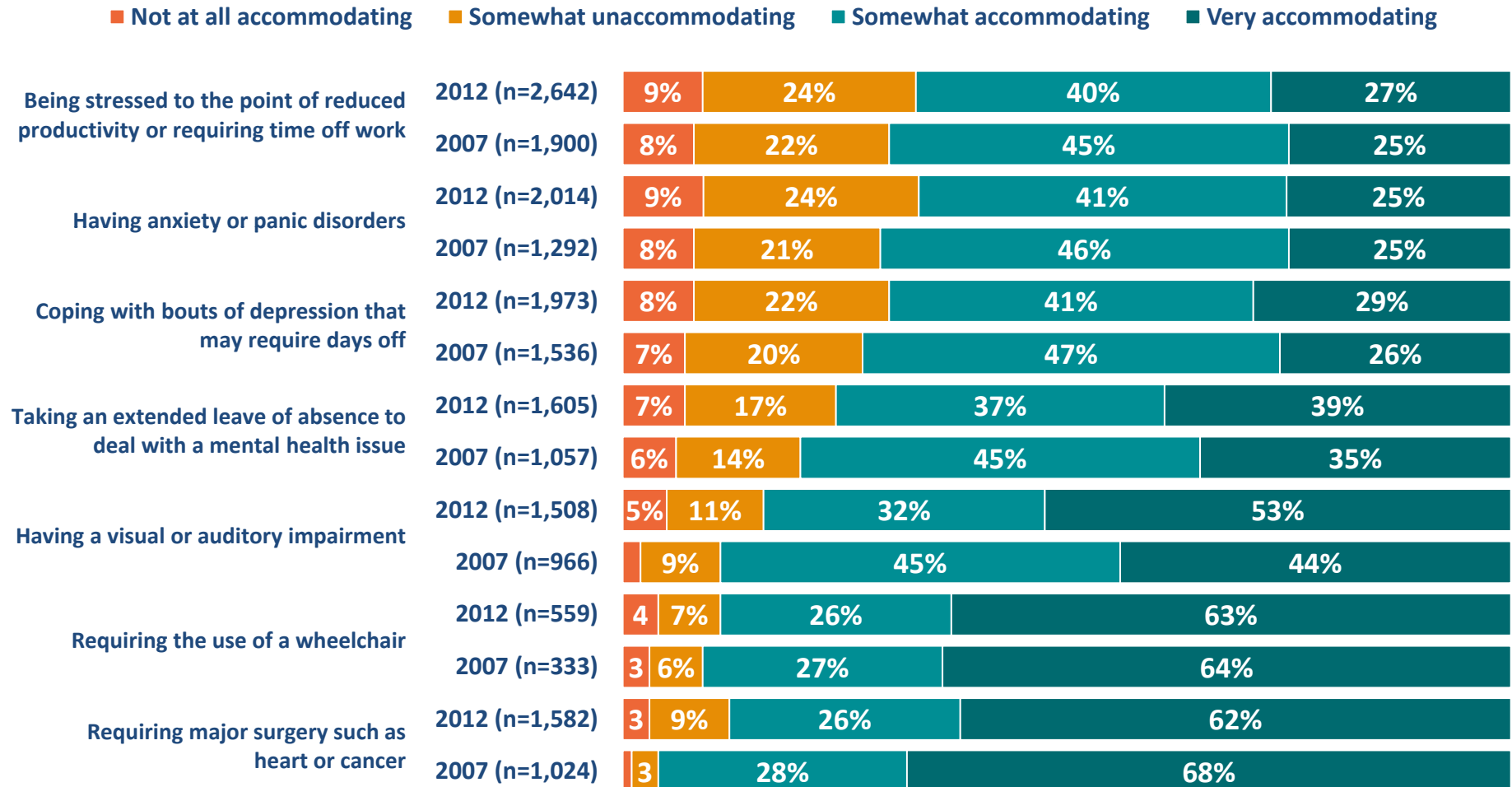
Q7.1. Please indicate whether or not you are personally aware of any employees in your workplace, including yourself, who are experiencing any of the following circumstances or conditions: Base: Employees/managers (2012) n=6,624; (2007) n=4,122



Level of Accommodation of Employer in Dealing With the Health Needs of Those Experiencing Various Problems



Respondents are most likely to indicate that their employer is accommodating of those requiring major surgery such as heart or cancer, the use of a wheelchair, or those with a visual or auditory impairment. They are perceived to be less accommodating of those experiencing stress, anxiety or panic disorders, or bouts of depression.



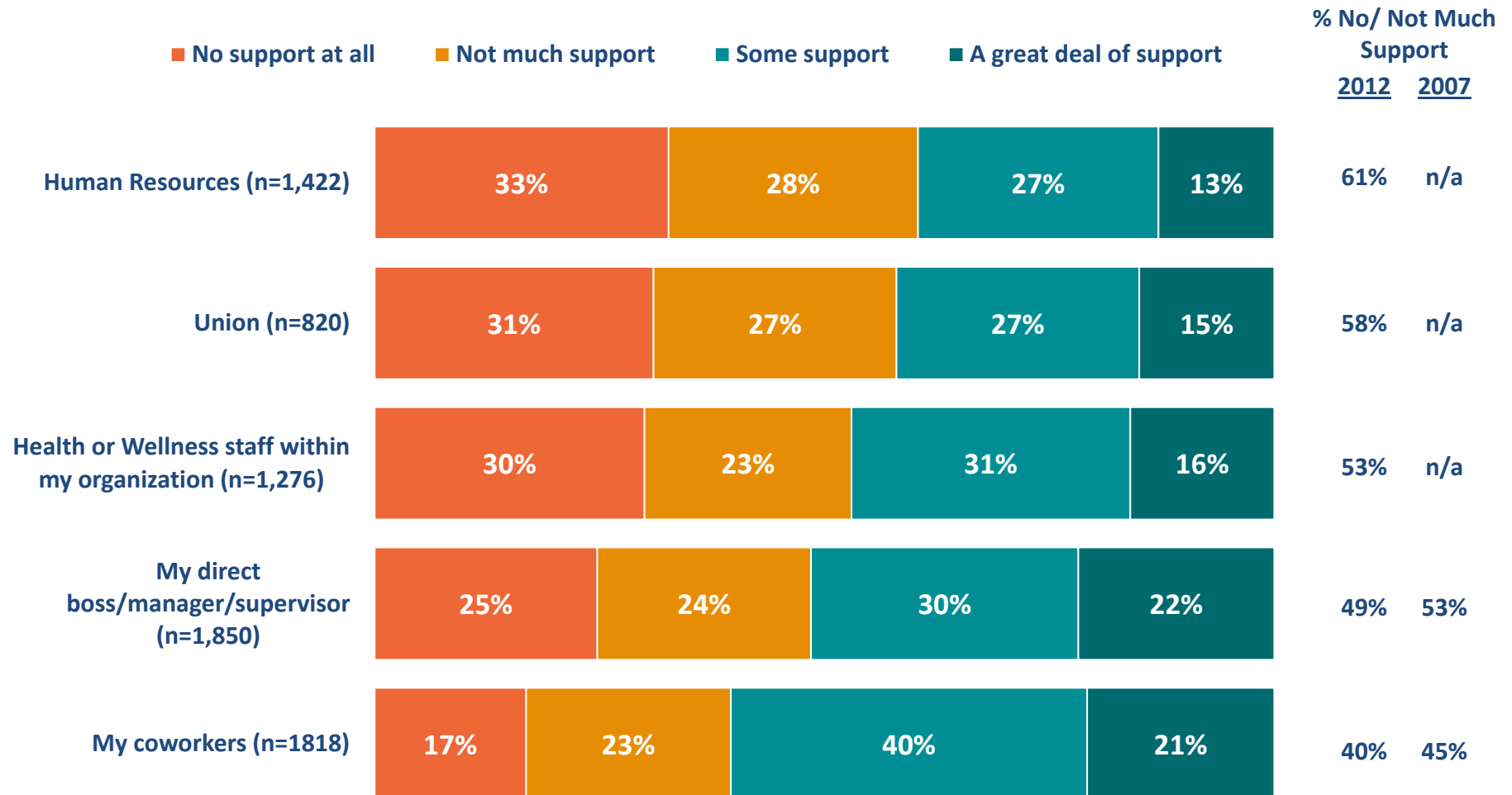
Q7.2. Now, please indicate how accommodating your workplace or employer is in dealing with the health needs of these individuals in coping with their conditions or circumstances. Base: Employees/managers who are aware of employees experiencing various circumstances or conditions



Amount of Support Received in Terms of Coping



Those who suffer from depression are most likely to say they receive no or not much support from Human Resources and are more likely to say they receive a great deal or some support from their coworkers.



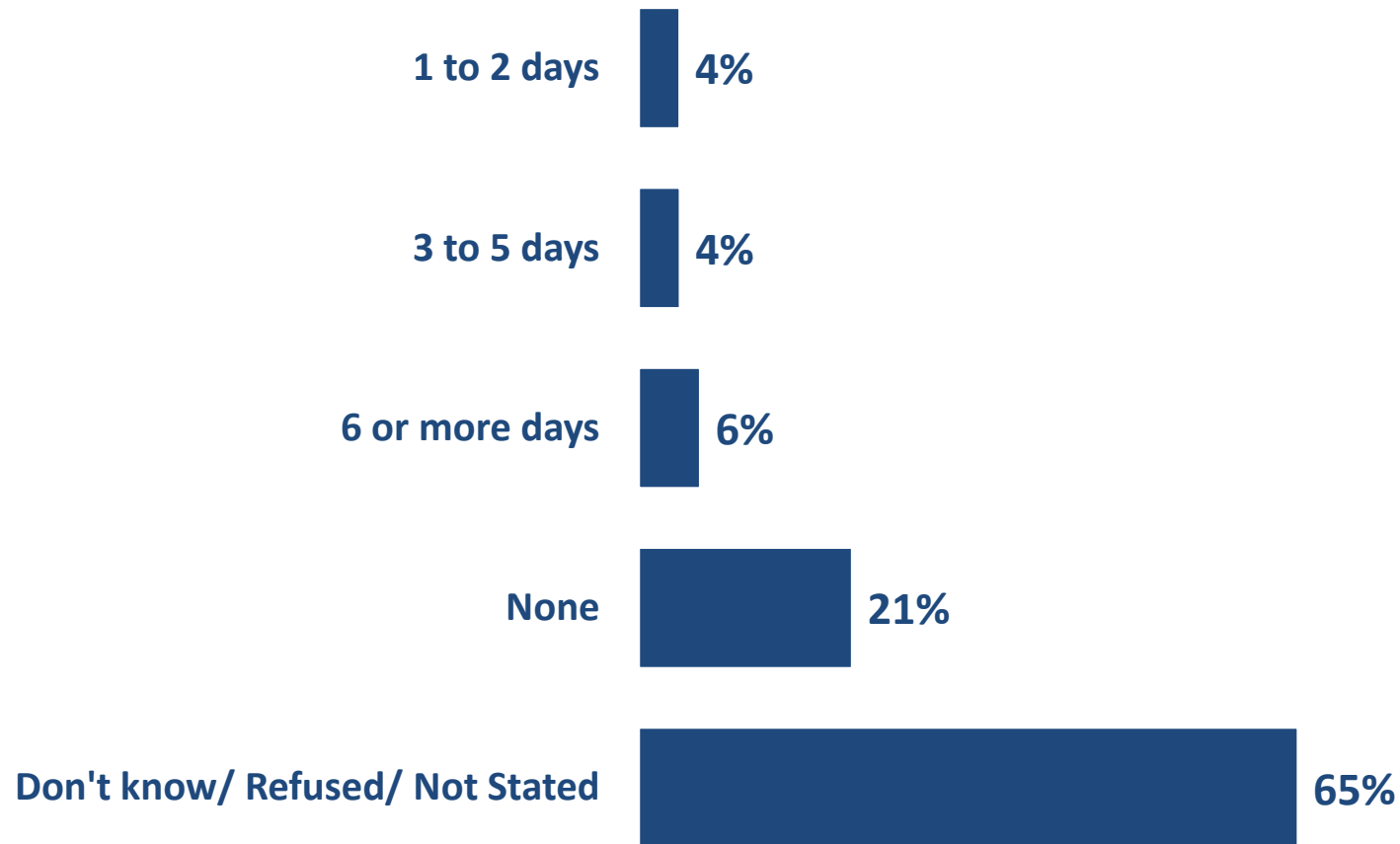
Q7.5. In terms of coping with your depression at work, how much support would you say that you receive from each of the following?
 Base: Suffers from depression (self or clinically diagnosed) excluding 'not applicable' (2012) n = varies as indicated; (2007) n=1,654



Amount of Work Missed Because of Depression, Stress or Anxiety



Four percent of managers/employees have missed 1-2 days over the past year because of depression, stress, or anxiety.



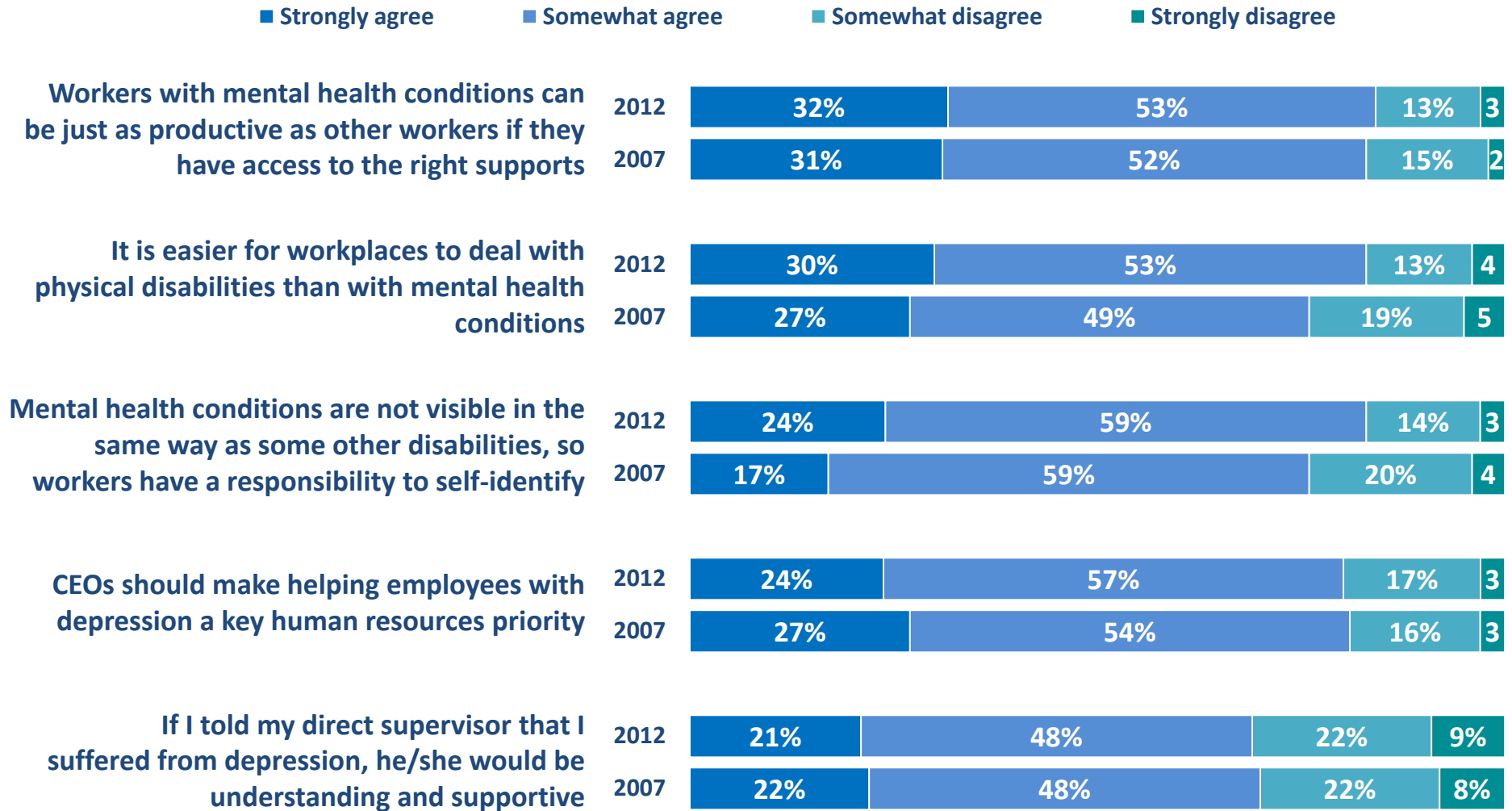
Q7.6. Thinking back over the past year, how many days, weeks or months did you miss from work because of depression, stress, or anxiety?
Base: Employees/managers (2012) n=6,624



Views Towards Depression



Similar to the 2007 study, large majorities of employed Canadians indicate that workers with mental health conditions can be just as productive as other workers if they have access to the right supports.

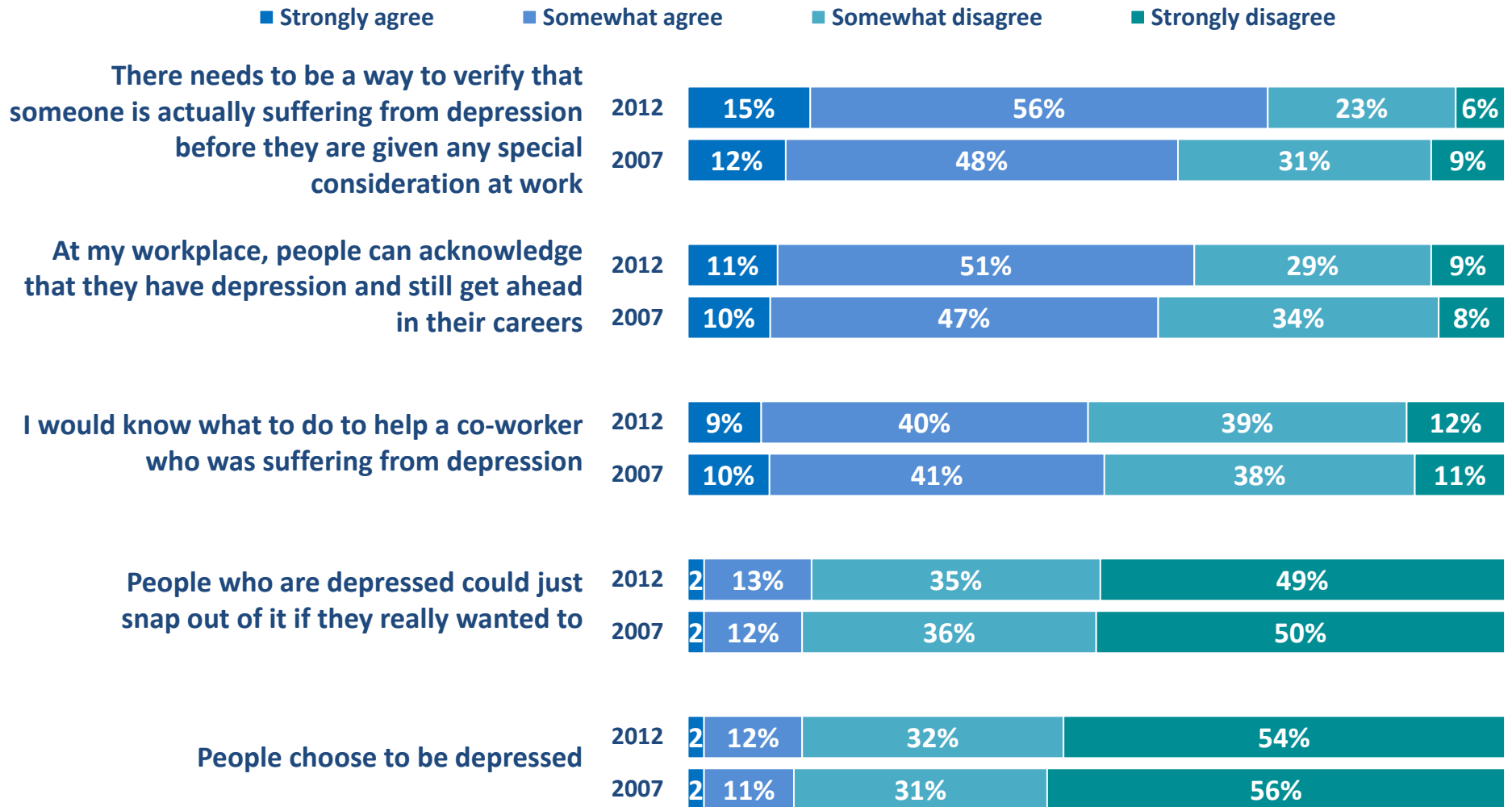


Q7.7. To what extent do you agree or disagree with each of the following statements?

Base: Employees/managers (2012) n=6,624; (2007) n=4,122

Views Towards Depression (cont'd)

Similar to the 2007 study, relatively few employed Canadians (14%) indicate that people choose to be depressed. A large majority agree that there needs to be a way to verify if someone is suffering from depression before they are given any special consideration at work.



Q7.7. To what extent do you agree or disagree with each of the following statements?

Base: Employees/managers (2012) n=6,624; (2007) n=4,122



Manager/Supervisor Views, Experience, and Training Regarding Employee Mental Health Issues



4 in 5 managers/supervisors consider it a part of their job to intervene with an employee who they believe is showing signs of depression. They are more likely to say that they have a strong grasp of the policies at their company regarding mental health, and that they have personally intervened with an employee who they believed was showing signs of depression.



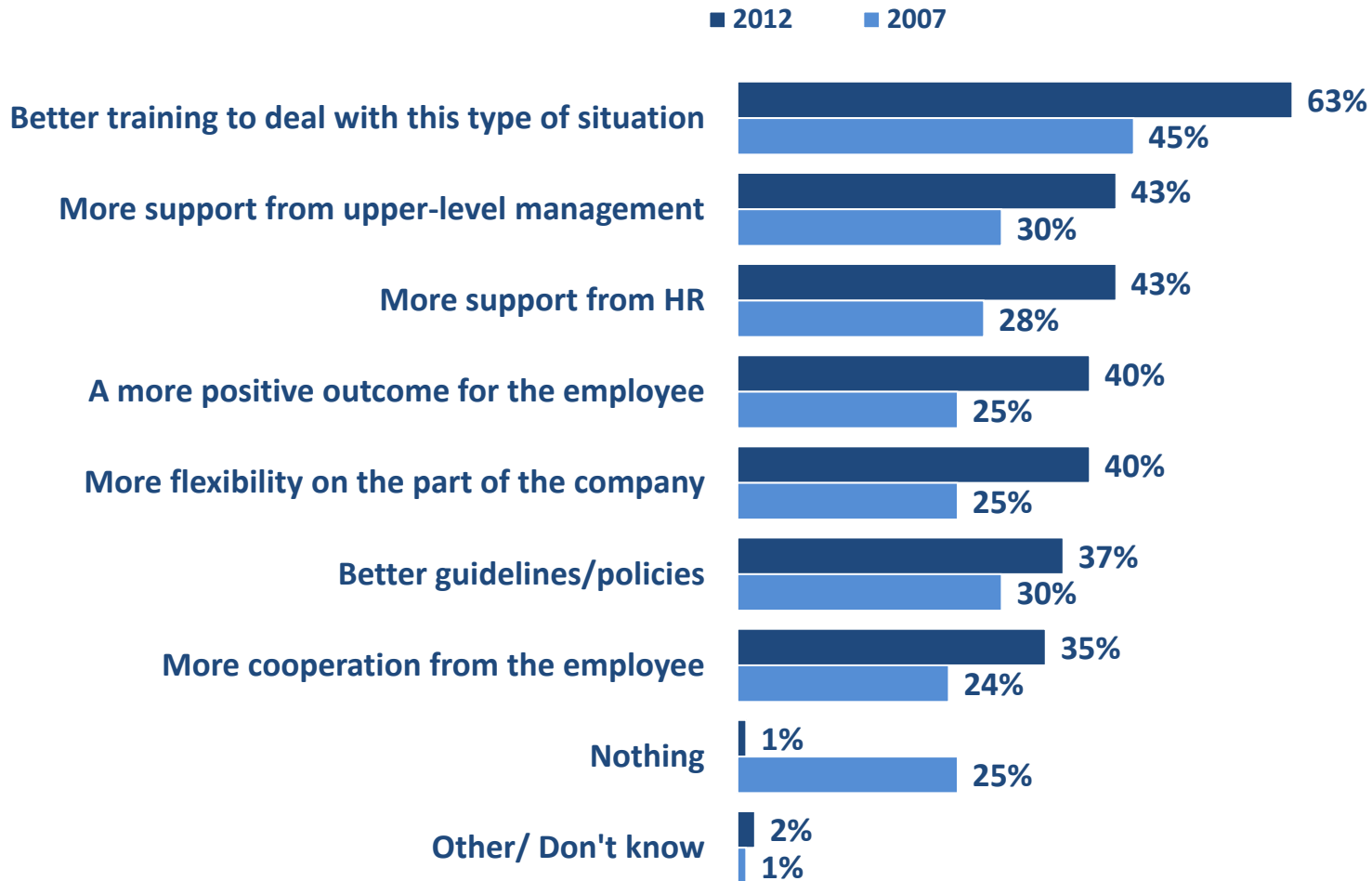
QM2. Please select either 'Yes' or 'No' for each of the following:
 Base: Managers/Supervisors (2012) n=2,317; (2007) n=1,334



Suggestions for Making Dealing With Employees Suffering From Mental Health Issues Better or Easier



6 in 10 say that better training to deal with the situation of dealing with an employee who suffers from depression could have made the experience better or easier.



QM3. What could have made the experience of dealing with an employee who suffers from depression better or easier?
Base: Managers who have intervened with an employee showing signs of depression (2012) n=1,346; (2007) n=227



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