

Depression in the Workplace A Focus In Law Enforcement and Organizations

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Abstract: - Depression in the workplace is majorly caused by high expectations from employees, which subject them to pressure. Varying types of depression differently affect people. However, these types have common symptoms such as aches and pains, lack of energy, sleep changes, and appetite changes. The primary examples of depression include major depression, persistent depression, bipolar disorder, and situational depression. This paper discusses approaches that can be used by law enforcement and organizations to manage depression in the workplace. It also discusses the various categories of depression and how they affect people's daily tasks.

Keywords: - Depression; Major Depression; Persistent Depression; Manic Depression; Situational Depression; Manage Depression; Proactive; and Conditions

Introduction

Depression in workplaces is emerging as one of the primary causes of adverse symptoms of mental health in the current industrial societies. Excessive demands and pressure placed on workers have caused them to develop symptoms of anxiety, depression, and adverse mental health effects. There is a possibility of other co-factors contributing to the development of depression in various population groups. However, evidence shows that pressure from work is the most common factor which triggers adverse reactions in many people [6].

Depression in the workplace affects the employee's general productivity.

An example of lost productivity is presenteeism, whereby employees are present in the working setting, but there is a reduction in productivity due to depressive symptoms. Law enforcement and organizations can manage depression in the workplace by using approaches such as mental health checks, embedding mental health professionals, training initiatives; public information and wellness-promoting campaigns; and the mindfulness technique.

Purpose of the Paper

This paper discusses the approaches which law enforcement and organizations can use to manage depression in the workplace.

Depression Types and Categories

There are many types of depression, and they differently affect an individual. However, all these categories share some common symptoms such as dark moods, sleep changes, feelings of worthlessness, inability to concentrate, lack of energy, and appetite changes [4]. The following are the main types of depression;

Major Depression

It is also known as major depressive disorder, unipolar depression, or classic depression. People who have this type of depression experience depression symptoms daily. Activities happening around them have little to do with their conditions. It is a severe form of depression associated with symptoms such as unexplained aches and pains, despondency, constant worry and anxiety, lack of interest in formerly pleasurable activities, and thoughts of suicide [4]. Some people could

experience significant depression throughout their lives, while some could have a single episode.

Persistent Depression

It is also called chronic depression or dysthymia.

This type of depression lasts for two years or more. Although it has fewer implications than major depression, it can also affect an individual's daily tasks and strain relationships. Chronic depression is long-term depression, and the severity of its symptoms could become less intense and worsen again [8]. The main symptoms associated with this type of depression are feelings of inadequacy, memory problems, social withdrawal, inability to feel joy even on happy occasions, difficulties at work, and low self-esteem.

Manic Depression

It is commonly known as bipolar disorder. This depression comprises of periods of mania and hypomania. An individual with this type of depression feels very happy at times, but it alternates with episodes of depression. Most individuals diagnosed with this disorder typically experience approximately seven days of mania, followed by a depressive episode. Hypomania is less severe compared to mania. Some people can experience both mania and hypomania at the same time [6].

The common symptoms of mania include irritability, high energy, grandiose thinking, reduced sleep, euphoric, and self-destructive behaviours. Depressive episodes have symptoms similar to those of major depression, such as lack of energy and concentration problems.

Situational Depression

It is clinically referred to as adjustment disorder with depressed mood. This depression is majorly caused specific events or situations such as the death of a loved one; Physically or emotionally abusive relationships, divorce or child custody issues; life-threatening events; unemployment or facing severe financial difficulties; and facing legal troubles [8]. Its symptoms typically start after three months after the occurrence of the first event, and they may include fatigue, anxiety, social withdrawal, frequent crying, aches and pains, and the inability to concentrate.

Law Enforcement Approaches to Manage Depression

Mental Health Checks

Law enforcement agencies and organizations could have mental health checks explicitly meant to follow depressive incidents when there is a need to assess the emotional state of workers. These agencies could carry immediate post-incident mental health checks or recurring mental health checks. A post-incident mental health check is viewed as a psychological first aid to workers who have already suffered depressive episodes. The goal of this approach is to ensure that an employee's mental health is observed after an occurrence of a critical event. The agencies could also assign mental health professionals to workers to monitor their behaviours while at work. Recurring mental health checks could be scheduled at regular intervals to allow employees to share their problems with a mental health professional [3]. This mental health specialist should be able to identify workers who need assistance by observing their behaviours.

Public Information and Wellness Promoting Campaigns

Law enforcement and organizations could make use of promotional campaigns, social media feeds, and resource guides to ensure that people in different communities are familiar with different challenges of work. Promotional campaign efforts extend to building national-level initiatives such as National

Mental Health Month. Some people suffering from depression do not seek help because they believe that no one can help [7]. Reinforcing the public message that there help in law enforcement will encourage many people to share their problems. Therefore, the promotional campaign materials should be customized to include the resource programs and services offered by law enforcement.

Embedded Mental Health Professional

It is quite challenging to convince anyone in need of help to seek it. It is also not easy for people to find mental health professionals who can fully be trusted. Therefore, law enforcement and organizations should find a way to make such services readily

available to those who need them. This could be realized by embedding mental health services in the various unit areas at work. The employee will spend less time traveling for their appointments. Also, integrating mental health in the operational units will help minimize the stigma surrounding their use [7]. This approach will also expand the knowledge of the mental health professionals in dealing with unique risks and experiences of workers.

Training Initiatives

The law enforcement agencies should promote an educational program targeted at mental health professionals. Through this, the mental health specialist will be in an excellent position to recognize and manage depression among employees [8]. This approach would also include mindfulness training, which is based on the idea of proactive medicine.

Suicide Prevention Policy

How to be Proactive Statistically the first step to being proactive is by figuring out what the main concerns are. Accepting responsibility for the current situation of an individual helps them take the initiative to better things [1]. To be a proactive person, one should not allow his choices to be driven by his circumstances but instead, let their values to determine their decisions. Statistics show that 51% of employees are not engaged in their workplaces. Managers should ensure their employees are proactive, especially when providing services to the public. According to research, 87% of the total customers would want to be contacted proactively by an organization in matters concerning customer service. Mental health is more than suicide prevention. However, given that there are higher suicide rates at workplaces, it is significant for law enforcement to invest in preventing suicide [4]. To help law enforcement realize this policy, it should collect and analyse surveillance data about suicides and suicide attempts at work.

How to Modify Working Conditions to Serve the Public

Conditions in the work environment affect the drive, mood, and performance of employees. It is, therefore, significant to create a productive work environment to serve the public. First, the right

people should be hired [2]. The employees employed should be professional and team players. Also, the employees already in the office should have the required skills so that they don't negatively influence new employees. Secondly, the management should improve communication. Employees are motivated when they are appreciated and valued by upper management [5]. The administration should use effective communication channels to give employees feedback about their work and how they contribute to the overall business objectives. Thirdly, the workplace should be made comfortable. Each employee works differently. Therefore, they should be allowed to choose their workspaces and even customize them according to their preference.

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It further showed that 73% of the customers reached showed a very positive perspective towards the organization's brand [5]. Therefore, proactivity creates an opportunity for companies to build their brand image in the market.

Conclusion

Work-related depression is one of the leading causes of adverse mental health illnesses. Depression in the workplace results from employees experiencing a lot of demands and pressure. This leads to a decrease in overall productivity. Depression can be categorized into a major depression, persistent depression, manic depression, and situational depression. These types of depression affect an individual differently. However, some symptoms such as appetite changes,

sleep changes, fatigue, and pains and aches are common. Various approaches could be implemented by law enforcement and organizations in the efforts of managing depression. These approaches are mental health checks, public information, and wellness promotion campaigns, training initiatives, embedded mental health professionals, and using a standardized mindfulness technique [1]. To maintain quality service to the public, it is necessary to modify the work conditions to be conducive for the employees. This can be accomplished by having the employees with the right skills and allowing them to customize their workspaces.

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