Internet-Delivered, Interactive-Media-Based Psychological Support For Employees

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Background

• Psychological distress at work is common
• Depression and anxiety drive productivity losses
• Affordability, stigma, denial, and poor access limit effective treatment
• Web delivery of interactive-media-based support could reduce barriers to effective treatment
Prevalence of Mental Illness at Work

• 18% of employees report symptoms of mental illness within the last month
  • 9.3% of employees report anxiety disorder in last year
  • 3.6% report major depression in last year
• 8% of workforce has diagnosable mental illness

Inadequate Treatment

• 60,556 full-time employees of 58 large public and private sector employers surveyed\(^1\)
  • 4.5% reported high psychological distress
  • Only 22% were in current treatment
• Roughly half of 2,100 female physicians surveyed reported “mental illness” but did not seek treatment.

\(^1\) Hilton et al. Prevalence of psychological distress in employees. JOEM 2008
\(^2\) Gold et al. Gen Hosp Psychiatry 2016
Self-Directed, Web-Based Treatment

- Address Inadequate Treatment
- Avoid Stigma
- Offer Confidentiality
- Promote Autonomy
- Improve Performance
- Practical
- Low Cost and Scalable
Cognitive Theory

“For there is nothing either good or bad but thinking makes it so.” (Shakespeare, Hamlet)

• Stress and depression as the outcome of the individual's perceptions, thoughts, images, and beliefs.

• Mood influenced by how people see the world, themselves in it, and their prospects in the future.
Cognitive Theory

Negative Thoughts
- I’m a failure.
- I don’t have what it takes.
- Everyone else is more successful than I am.
- The world would be a better place without me.

Negative Thought Patterns
- “Catastrophizing”
- Overestimating risk
- Ruminating
Cognitive Behavioral Therapy

Cognitions

Behaviors

Emotions
Cognitive Behavioral Therapy

- PATH (suite of computer-based psychological training and treatment programs)
- path.dartmouth.edu
Conflict
Managing Conflict in “The Circle of Value”

- **Relationship**
- **Communication**
- **Interests**
- **Options**
- **Legitimacy/Standards**
- **BATNA** (Best Alternative to a Negotiated Agreement)
- **Commitment**

If “No”

If “Yes”

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Stress

Introduction

Stress & Resilience

Triggers
- Workload

Feelings
Physical
- Tension

Emotional
- Frustration
- Worry

Actions
- Eating poorly
- Not Exercising
- Avoiding Friends

Thoughts
- I can't cope with this
- I'm going to fail my classes
Mood/Depression

Step 1: Stating the Problem
Step 2: Setting a Goal
Step 3: Brainstorming Solutions
Step 4: Choosing a Solution
Step 5: Making an Action Plan
Step 6: Scheduling Enjoyable Activities
Demonstration of Path
path.dartmouth.edu
Click “Sign up”
Create username and password
Contact
jay.buckey@Dartmouth.edu for Login token