



Timely Information for Personal Success

Managing Chronic Depression

Chronic depression requires more intensive treatment than a single episode of depression, in part because it lasts longer and tends to be more severe, according to the December 2009 issue of the *Harvard Mental Health Letter*. In addition, some type of maintenance therapy may be needed to prevent relapse.

Depression is categorized as chronic when symptoms last at least two years. Clinical trials have shown that two types of antidepressants — tricyclic antidepressants and selective serotonin reuptake inhibitors (SSRIs) — are equally effective for treating chronic depression. Between 45% and 55% of the study participants responded to antidepressant treatment, but no single drug emerged as better than the others. However, only 25% to 35% of patients with chronic depression were able to achieve remission from the first drug they took, at least in the short term.

One possibility is that patients with chronic depression may need to take an antidepressant for an extended period before experiencing any benefit. And because long-term maintenance treatment with antidepressants reduces the risk of relapse, some clinicians recommend continuing drug treatment for six to 12 months to increase chances of achieving full recovery.

Dr. Michael Miller, editor in chief of the *Harvard Mental Health Letter*, reports that although few studies have looked at psychotherapy for chronic depression, most evidence supports a type known as Cognitive Behavioral Analysis System of Psychotherapy (CBASP). CBASP is based on the premise that patients with chronic depression think, behave, and communicate in ways that make traditional therapy difficult, as they tend to focus on themselves and may be uncooperative. They also tend to view current situations either as a replay of a negative event in the past or as a precursor to a similar situation in the future. CBASP therapy challenges these perceptions and behaviors.

Key Points

- > By definition, in an episode of major depression, symptoms last at least two weeks. In chronic depression, they last at least two years.
- > Because chronic depression tends to be more severe than episodic depression, treatment is also more intensive.
- > Several subtypes of chronic depression exist, but they have similar long-term effects on health and quality of life. ❖

Source: *Harvard Health Publications* (www.health.harvard.edu).

Editor's Note: *EAR* reminds readers that articles represent only the views of the author/source, not *EAR* — nor are they intended as a substitute for medical advice. Consult a local physician regarding the applicability of recommendations appearing in articles.

Managers Stuck in the Middle?



Employees are worried about layoffs, and salary cuts are common. Reduced hours are also shrinking paychecks.

Caught in the middle of it all are the managers. They're the ones who are faced with the need to increase productivity, while at the same time downsizing teams and keeping top producers happy!

As a manager stuck in the heart of stress and chaos, you're likely facing the possibility of burnout from both ends. Fortunately, it's often the small things that matter more to the success of your employees and the company. The following are some suggestions:

- ☑ **Get advice from others.** Seek out mentors because leadership is taught; it is not innate. Managing others is a different skill set than per-

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Healthy Recipe: Pan-Roasted Lemon-Salmon Fillets

INGREDIENTS:

- 4 six-ounce salmon fillets
- 1 teaspoon kosher salt
- 1/4 teaspoon freshly ground black pepper
- Juice of one lemon
- 1-1/2 Tablespoons olive oil

NUTRITIONAL INFORMATION:

- Calories per serving: 244
- Protein: 34 g.
- Carbohydrates: 1 g.
- Sodium: 585 mg.
- Fat: 11 g.
- Saturated fat: 2 g.
- Fiber: 0 g.

Serving size: 1 six-ounce fillet

DIRECTIONS:

❶ Season the salmon fillets with salt, pepper and lemon juice, then drizzle with olive oil. ❷ Pre-heat the oven to 350 degrees Fahrenheit. ❸ Place an oven-proof sauté pan large enough to accommodate all the fillets over medium-high heat. Add the salmon and sear the fillets for 3 minutes per side. ❹ Place in the oven to finish cooking about 5 to 10 minutes more, depending on the thickness of the fillet.



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Give Up Bad Habits for Good!

As Mark Twain once said, “Giving up smoking is easy — I’ve done it hundreds of times!” Giving up a bad habit is no laughing matter for many of us — and it isn’t too late in the new year to get going! Try these tips:

☒ **Tardiness** — Do you frequently show up for work a few minutes late? Move the time on your clocks forward by five or 10 minutes, or place a note on your mirror that says, “I will show up on time!” Tips like these will serve as daily motivators.

☒ **Being discourteous to others** — If you are known as the person who plays the radio too loudly or who wears too much perfume, it’s time to establish a new reputation. Get to know your co-workers so you can understand how they see you. Then, take the steps to repair your image.

☒ **Procrastination** — Are you the person who waits until the last possible minute to finish your projects? Use electronic and/or paper calendars and reminders to keep you on track. Ask a trusted colleague to hold you accountable to deadlines. ❖

Source: Max Izenberg is an author, lecturer and nutrition expert. Visit www.MaxLiving.ms.

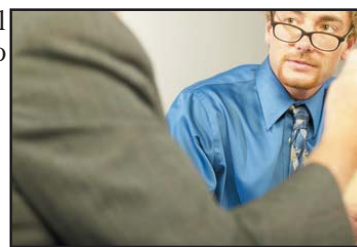
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forming a task-oriented job. Your mentor will encourage you to read and open your mind to change! The burning question is: “Are you willing to change?”

☒ **Get an outside opinion, and be humble.** Ask employees for honest feedback!

Ask your team: “What are my strengths, weaknesses? What do I do right? What should I stop doing?” And add: “P.S. You won’t get fired for answering honestly!” We’re all human, and during tough times it’s easy to make a mistake. A strong leader acknowledges an error. If you want to be a better leader, learn from your mistakes.



☒ **Be a good listener — and a good communicator.** Managers who are able to listen to both sides of the story fare well in the workplace. Employees will not hear your message the same way. If you think you’re over-communicating, research has shown that most leaders actually under-communicate! While you may feel like “you’re beating a dead horse,” your employees may need to hear the same message in different ways to truly hear it!

☒ **Be enthusiastic and have fun!** During tough times, it’s easy to get bogged down by all the negatives. However, a few laughs softens how people feel and opens the door for learning. At the core of a good manager is a “can-do” spirit that welcomes challenge. Does your “can-do” spirit shine through?

☒ **Know when to make hard decisions.** Leadership means making tough choices, but if you don’t make them, you’re not leading. If you have a hard decision to make, don’t put it off — make that choice tomorrow! Write down the steps you need to take to implement the decision. Talk to your boss about it. If you come to the same agreement, make the decision and move forward. ❖

Source: Dr. Rhonda Savage, an internationally acclaimed speaker and CEO for a well-known practice management and consulting business, and past President of the Washington State Dental Association. For more information, visit www.DentalManagementU.com, or email rhonda@dentalmanagementu.com.