

Depression Management In The Workplace Post-Presentation

Subject ID: _____

Date of Interview: _____

Completion time in minutes: _____

Thank you for the time and energy you've already spent today on this project. The remaining questions will take less than 10 minutes to complete. Remember that everything you report in this survey will be kept completely confidential.

I. In Your Own Words

1. What is the usual process in your organization for adding a new benefit?

Please provide us a detailed response so we can better understand your situation.

II. How the Presentation Influenced Your Ideas

2. What is your best estimate of the proportion of employees in your organization who suffered from depression last year?

By depression, we mean an extended episode of depressed mood often accompanied by difficulties in concentration and constructively communicating with others.

- 0 – 5%
- 6 – 10%
- 11 – 15%
- 16% or greater
- don't know

3. Organizations can experience difficulties when a worker develops a health problem. What is your impression of how often your organization experiences the following difficulties when a worker develops depression?

Please select a response for each item (a) through (d).

	never	sometimes	often	almost always	don't know
a. depressed worker unable to meet responsibilities at work over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. depressed worker unable to meet responsibilities at work over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. friction develops between depressed worker and his/her coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. treatment costs contribute to increased health premiums the next year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. A family can also experience difficulties when a worker develops a health problem. What is your impression of how often a family experiences the following difficulties when a worker in your organization develops depression?

Please select a response for each item (a) through (d).

	never	sometimes	often	almost always	don't know
a. depressed worker unable to meet responsibilities at home over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. depressed worker unable to meet responsibilities at home over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. friction develops between depressed employee and his/her family/friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. treatment costs not covered by insurance contribute to financial strain in the family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Imagine that your organization purchased a depression product. By depression product, we mean a program to assure all employees with depression have the opportunity to get high quality care for the condition by confidentially providing education, monitoring, and clinician feedback. The program will cost your organization \$800/year for each participating employee. You know two other companies who told you they thought it was a good product.

These questions ask you about your expectations regarding this product. We understand that most respondents will not have an exact answer to these questions, but we encourage you to give us your educated guess.

5. If your organization purchased this product, would you expect the program to:
Please select a response for each item (a) through (h).

	no help	little help	moderate help	considerable help	great deal of help	don't know
a. help depressed worker meet responsibilities at work over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. help depressed worker meet responsibilities at work over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. help prevent friction between depressed worker and his/her coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. help reduce treatment costs that contribute to increase in health premiums the next year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. help depressed worker meet responsibilities at home over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. help depressed worker meet responsibilities at home over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. help prevent friction between depressed worker and his/her family/friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. help reduce treatment costs not covered by insurance that contribute to financial strain in family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Managers often face the following issues when an organization considers a new health program. How would you rate the program described above? Please select a response for each item (a) through (d)

	much worse than programs our organization has recently adopted	worse than programs our organization has recently adopted	better than programs our organization has recently adopted	much better than programs our organization has recently adopted	don't know
a. your ability to convince your organization to adopt this program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. the financial cost of this program to your organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. the complexity of getting this program started	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. the likelihood that employees who need he program would actually use it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. What is your most subscribed plan's HEDIS scores for acute treatment?

Ranging between 0 and 100, the acute treatment component is the proportion of depressed employees who remain on a course of antidepressants for at least 12 weeks.

- _____ (limit range from 0 to 100)
- plan doesn't calculate their HEDIS scores
- don't know

Imagine that your supervisor assigned you an intern to work with your most subscribed plan/network to document increase in the proportion of depressed employees who complete a three month course of antidepressants once they begin them.

You know two other companies who told you that they thought efforts in this area were worthwhile.

These questions ask you about your expectations regarding this initiative. We understand that respondents will not have an exact answer to these questions, but we encourage you to give us your educated guess.

8. If your organization launched this initiative, you would expect the program to:
Please select a response for each item (a) through (h).

	no help	little help	moderate help	considerable help	great deal of help	don't know
a. help depressed worker meet responsibilities at work over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. help depressed worker meet responsibilities at work over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. help prevent friction between depressed worker and his/her coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. help reduce treatment costs that contribute to increased health premiums the next year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. help depressed worker meet responsibilities at home over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. help depressed worker meet responsibilities at home over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. help prevent friction between depressed worker and his/her family/friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. help reduce treatment costs not covered by insurance that contribute to financial strain in family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Managers often face the following issues when an organization considers a new health initiative. How would you rate the initiative described above?
Please select a response for each item (a) through (d).

	much worse than initiatives our organization has recently undertaken	worse than initiatives our organization has recently undertaken	better than initiatives our organization has recently undertaken	much better than initiatives our organization has recently undertaken	don't know
a. your ability to convince your organization to adopt this program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a. your ability to convince your organization to undertake this initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. the financial cost of this initiative to your organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. the complexity of getting this initiative started	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. the likelihood that employees who need the initiative would actually benefit by it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

III. Questions About You

10. How old are you?

- 21 – 30 years old
- 31 – 40 years old
- 41 – 50 years old
- 51 – 60 years old
- 61 – 70 years old
- greater than 70 years old
- refuse to answer

11. What is your gender

- female
- male

12. What racial/ethnic group do you consider yourself part of?

- African American/Black
- Hispanic
- White
- Asian
- Other (please specify) _____

13. What is the title of your position?

14. How many years have you held your current position in your current organization?

_____ years

15. How many years have you worked in similar positions for previous employers?

_____ years

Congratulations for completing today's activities!

Remember, we will contact you by email or phone in 12 months to complete a follow-up survey. All follow-up surveys are shorter than the first survey you completed today. In addition to being paid \$100 for completing today's surveys, you will be paid \$100 for completing the 12 month survey, and another \$100 for completing the 24 month survey. You will also be paid a \$50 bonus if you complete the survey today, the 12 month survey, and the 24 month survey.

Thank you and don't hesitate to contact us if you have questions or concerns by emailing Donna Marshall whose business card is inside your notebook.