



Health Insights

September 2021

Association Between Social Media Use and Depression

Young adults who increased their use of social media were significantly more likely to develop depression within six months, according to a new national study by Dr. Brian Primack, dean of the College of Education and Health Professions and professor at the University of Arkansas. Compared with participants who used less than 120 minutes per day of social media, for example, young adults who used more than 300 minutes per day were 2.8 times as likely to become depressed within six months.

"We know from other large studies that depression and social media use tend to go together, but it's been hard to figure out which came first. This study sheds light on these questions because high initial social media use led to increased rates of depression. However, initial depression did not lead to any change in social media use."

Primack and his colleagues at the University of Pittsburgh sampled more than 1,000 U.S. adults between the ages of 18 to 30. They measured depression using the validated nine-item Patient Health Questionnaire and asked participants about the amount of time they used social media on platforms. Their analyses controlled for demographic factors like age, sex, race, education, income, and employment, and they included survey weights so the results would reflect the greater U.S. population.

"One reason for these findings may be that social media takes up a lot of time," said Dr. Cesar Escobar-Viera, assistant professor at the University of Pittsburgh and co-author on the study. "Excess time on social media may displace forming more important in-person relationships, achieving personal or professional goals, or even simply having moments of valuable reflection."

"Social media is often curated to emphasize positive portrayals," said Jaime Sidani, assistant professor at the University of Pittsburgh and co-author of the study. "This can be especially difficult for young adults who are at critical junctures in life related to identity development and feel that they can't measure up to the impossible ideals they are exposed to."

"These findings are also particularly important to consider in the age of COVID-19," Primack said. "Now that it's harder to connect socially in person, we're all using more technology like social media. While I think those technologies certainly can be valuable, I'd also encourage people to reflect on which tech experiences are truly useful for them and which ones leave them feeling empty."

Brian A. Primack, Ariel Shensa, Jaime E. Sidani, César G. Escobar-Viera, Michael J. Fine. Temporal Associations Between Social Media Use and Depression. American Journal of Preventive Medicine, 2020; DOI: 10.1016/j.amepre.2020.09.014



Addressing Fatigue in the Workplace

According to a study published in the journal of Occupational and Environmental Medicine, 38% of American workers surveyed experienced “low levels of energy, poor sleep or a feeling of fatigue” during the last two weeks at work. Workers who are fatigued in the workplace are less productive, less focused, experience more health problems, and are more likely to be involved in a job-related safety incident. Fatigue causes more absences from work, both from the tiredness itself, and from accompanying medical problems.

Fatigue management can be a relatively easy and inexpensive wellness initiative that can help alleviate these problems. Here are some simple ideas to consider:

- Offer employees educational materials to address the general issue of fatigue, including why getting adequate sleep is so important and tips for getting better sleep.
- Encourage employees to cultivate habits that contribute to a better night's sleep, like eating nutritiously, exercising regularly, and limiting their consumption of alcohol, tobacco, and caffeine.

These general changes in the workplace can also effectively address fatigue and its accompanying risks:

- Install proper lighting, designate quiet break areas, and offer healthy food options in break rooms.
- Consider adjusting policies to allow for more frequent and restful breaks.
- Use machinery and equipment that eliminates or reduces any excessive physical demands of your employees. This can include ergonomic furniture and anti-fatigue matting.
- Ask employees what time(s) of the day they are most tired and think of ways to address those times (e.g., offering a short extra break, providing a healthy snack option, or allowing them to listen to music). This is especially important for employees who work in safety-sensitive jobs, where fatigue is a major hazard.

Mental Health Moment

5 Ways to Support Employee Mental Health

Promote Mental Health Awareness in the Office

When you openly talk about mental health, employees are more likely to feel comfortable about the concept and reach out to managers or co-workers if they're struggling.

Offer Flexible Scheduling

Work-life balance, or a lack thereof, can affect an employee's mental health. To help employees better balance their work and personal lives, employers across the country are embracing workplace flexibility.

Address Workplace Stress

Nearly 80% of Americans consider their jobs stressful. Common job stressors include a heavy workload, intense pressure to perform at high levels, job insecurity, long work hours, excessive travel, office politics, and conflicts with co-workers. While it may not be possible to eliminate job stress altogether for your employees, you can help them learn how to manage it effectively.

Evaluate Benefits Offerings

Reviewing the offerings that your organization provides to ensure coverage for mental health services is essential to creating a culture that supports employee mental health.

Train Managers

To ensure that no stigma surrounding mental health exists at your organization, it's important that you properly train management in recognizing the signs of mental illness, excessive workplace stress, workplace bullying, and fatigue. Contact your EAP or Moreton & Company's Population Health Team to schedule a training.



Zucchini Parmesan Crisps

Ingredients:

- Cooking spray
- 2 medium zucchini (about 1 lb. total)
- 1 Tbsp olive oil
- ¼ C freshly grated Parmesan (¾-ounce)
- ¼ C plain dry bread crumbs
- 1/8 tsp salt
- Freshly ground black pepper

Instructions:

Preheat the oven to 450 degrees F. Coat a baking sheet with cooking spray. Slice the zucchini into 1/4-inch thick rounds. In a medium bowl, toss the zucchini with the oil. In a small bowl, combine the Parmesan, bread crumbs, salt, and a few turns of pepper. Dip each round into the Parmesan mixture, coating it evenly on both sides, pressing the coating on to stick, and place in a single layer on the prepared baking sheet. Bake the zucchini rounds until browned and crisp, 25 to 30 minutes. Remove with spatula.

Nutritional Info: Calories: 105, Carbs: 8.5 g, Protein: 5 g, Total Fat: 6 g, Saturated Fat: 2 g, Cholesterol: 1mg, Sodium: 22 mg

Krieger, Ellie. "Zucchini Parmesan Crisps." Food Network, Food Network, 11 Mar. 2015, www.foodnetwork.com/recipes/ellie-krieger/zucchini-parmesan-crisps-recipe-1939866#/.



Mental Health - Quiz

Association Between Social Media Use and Depression

1. Which of the following was not an effect of excessive social media use?
 - a. Lack of forming in-person relationships
 - b. Low levels of motivation
 - c. Not achieving personal and professional goals
2. What did the researchers encourage people to do with their technology experiences?
 - a. Limit usage
 - b. Reflect on what is useful
 - c. Build positive portrayals

Addressing Fatigue in the Workplace

3. What percentage of workers experienced fatigue in the past 2 weeks?
 - a. 50%
 - b. 25%
 - c. 38%.
4. Fatigue management can be _____ and inexpensive.

Mental Health Moment

5. What were the most common job stressors?
Check the box to all that apply:

- High Pressure Job Insecurity Conflicts with Co-workers
 Long Work Hours Office Politics New Schedule
 Family Life

See page 4 for quiz answers



Healthy Habits Calendar

September 2021 - Mental Health in the Workplace

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			Welcome to September. Start the Think Positive Challenge.	1	2	Fitness Friday: Go for a long walk.
5 Stretch Sunday: Stretch for 15 mins first thing in the morning.	6 Meditation Monday: Take 5 mins to yourself to do a guided meditation.	7	8 Workout Wednesday	9 Challenge Check-in: What is one thing you love about yourself?	10	11 Service Saturday: Donate money, supplies, or time etc. to a local charity.
12	13 Motivation Monday: Try something new.	14 Thoughtful Tuesday: Clear your mind by doing something that brings you peace.	15 Wellness Wednesday: Say "No" to something that adds stress to your life.	16	17 Fitness Friday: Exercise your mind.	18 Sincerity Saturday: Write a thoughtful card to someone.
19 Self-care Sunday: Take a break from social media.	20	21 Thankful Tuesday: Go out of your way to thank a co-worker.	22	23 Challenge Check-in: Say your positive affirmation in the mirror.	24 Friendship Friday: Invite a friend over for a movie night.	25
26	27 Mental Health Monday: How are you doing today?	28	29 Work Out Wednesday: Do your favorite work out.	30 Challenge Check-in: What was your favorite affirmation?	31	

Answers to Quiz (page 3):

Q1: c. Low levels of motivation | Q2: b. Reflect on what is useful | Q3: b. 38% | Q4: relatively easy

Q5: Heavy Workload / High Pressure / Long Work Hours / Job Insecurity / Office Politics / Conflicts with co-workers



Challenge: Think Positive

30 Day Challenge:

Objective: Select one or more positive self-affirmation to use over the next 30 days. Find ways to remember your positive self-affirmation frequently, such as saying it out loud, hanging it up, or emailing it to yourself. As negative self-talk enters your mind, gently try to replace it with your selected positive self-affirmation. You may be surprised by how much better you feel when consciously try to look for the positive in yourself! (Track your daily positive self-affirmations on page 6.)

30 Daily Positive Self-Affirmations

Affirmations

- 1 I choose to live confidently.
- 2 I embrace the possibilities and potential of this day.
- 3 I face the day with energy and courage.
- 4 I have abundance and inner strength.
- 5 I choose faith over fear.
- 6 I embrace experiences outside of my comfort zone.
- 7 I find joy in every day.
- 8 I accept myself for who I am.
- 9 I am ready to face the challenges of the day.
- 10 I trust myself to make the best decisions for me.
- 11 I believe in myself.
- 12 I am willing to change and grow.
- 13 My mind is clear, strong and focused
- 14 I have the power to create change.
- 15 I love and accept my body completely.

Affirmations

- 16 I see endless opportunities in my life.
- 17 I trust my intuition to guide me
- 18 I love and accept myself as I am.
- 19 Challenges bring me opportunities to grow.
- 20 I deserve the best and accept it now.
- 21 My body is filled with energy.
- 22 I greet this day with gratitude.
- 23 I am ready. This is my time to shine.
- 24 I live in harmony with myself and others.
- 25 I believe in my ability to succeed.
- 26 I am inspired and motivated by my dreams.
- 27 I am beautiful and strong.
- 28 I am ready to see things with a new perspective.
- 29 I deserve pleasure in my life.
- 30 I am courageous and confident.

Source: <https://jillconyers.com/2017/09/how-to-use-positive-affirmations-3/>

Employee Name: _____ **Date:** _____

30 Day Challenge: Think Positive

Tracking Your Thoughts:

Week 3