

*October is Occupational Therapy Month*

## Depression & Return to Work (Depression Series: Part III)

By Amanda Ho & Lesley Rispin (Occupational Therapists)

**In Canada, depression will affect 3 million people some time in their life. Depression is currently the number two cause of long term disability (LTD) claims in Canada. It accounts for more disability and higher costs than any other mental disorder.**

In the past two issues of *BiM@Work*, we talked about cognitive therapy and exercise as methods to combat depression. In this issue, we will take an occupational therapy (OT) perspective to discuss depression and the return to work process. From an OT perspective, there are three basic areas which are believed to contribute to a person's quality of life: self-care, productivity, and

leisure. Let's look at the importance of productivity. Acton (1981) identified four reasons why work is an essential goal for disabled persons: (1) they need the income derived from gainful employment, (2) nearly all cultures place a high value on work as part of a rich and complete life, (3) it's a place to form social relationships, and (4) it gives structure and discipline to living.

Because work plays such a vital role in everyone's life, the isolation that can come from feeling disconnected from the working world may perpetuate depression. A respectful workplace culture and the willingness to offer flexible workplace accommodations are crucial to successful reintegration into the workplace.

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## inFocus Psychological Services

By Brent Mulhall (Director)

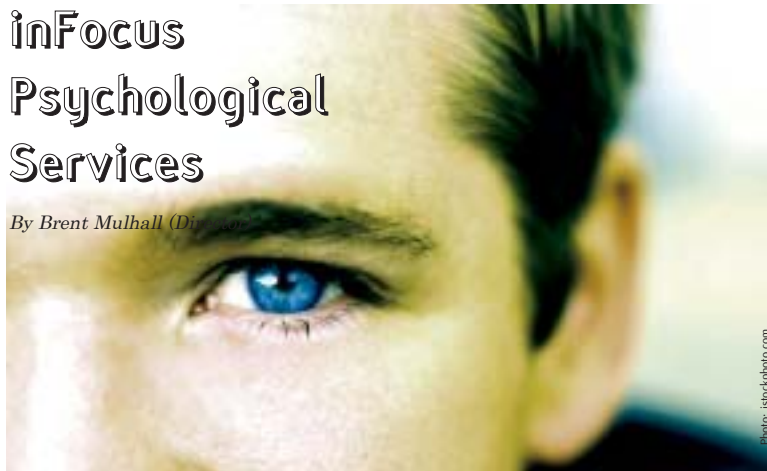


Photo: istockphoto.com

Back in Motion is very pleased to announce that **Dr. Owen Garrett**, Registered Psychologist, joined our company in September 2005. Dr. Garrett will be providing psychological treatment, through **inFocus Psychological Services**, a division of Back in Motion, in Surrey, Richmond, Coquitlam, and Vancouver. He will provide the expertise and guidance necessary to ensure quality outcomes and success to our clients and customers. In addition, he will be providing clinical support and leadership to other inFocus Psychologists — Dr. Sunny Thinda and Dr. Brenda Hogan.

Dr. Garrett specializes in helping clients with psychological conditions to improve their emotional well-being and ability to function in their daily lives. His approach is to foster client self-management through cognitive-behavioural techniques. Dr.

Garrett's belief that an essential component of successful therapy typically involves clients' return to all aspects of their lives, including employment, makes him sensitive to workplace issues and a valued team member within the return to work process.

For over 10 years, Dr. Garrett has worked collaboratively with long-term disability insurance companies to reduce disability associated with mental health problems. His clinical expertise is in treating individuals with depression, anxiety, and adjustment disorders. In addition, he assists those with physical disabilities who also experience depression and anxiety secondary to their conditions. Finally, Dr. Garrett has a special interest in treating individuals with addiction problems, and plans to expand his scope of practice to this area.

**Referrals can be made by contacting Carol Underhill at 604-574-8288 or [carolu@backinmotion.com](mailto:carolu@backinmotion.com). Dr. Garrett can be reached directly at 604-575-2262.**

### QUARTERLY OUTCOMES May – July 2005

By Yvonne Yua (Marketing Assistant)

Total number of clients served: 572

Average client satisfaction score: 93.86% (N=222)

% of clients "very satisfied": 97.31% (N=223)

% of clients who would refer BiM to a friend: 93.78% (N=209)

% of clients "fit to return to work" upon discharge: 63.04% (N=46)

## FEATURE

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previous page

### ACHIEVABLE SHORT-TERM GOALS

As discussed previously, people with depression often engage in negative self-talk and have negative thought distortions. This will affect their ability to return to work. A graduated return to work (GRTW) is arguably the standard for depression. This will allow for the person with depression to take small steps and set achievable short-term goals so that they may experience suc-



cess in their lives. Ensuring that the individual with depression experiences successes is one of the principles of cognitive behavioural therapy.

### SUPPORT FROM THE WORKPLACE

The GRTW will enable the person with depression to incorporate principles learned in therapy into his or her work routine. An early return to work meeting with all members of the team (i.e., employers, supervisors, psychologists, occupational therapists, etc.) will allow the person with depression to experience acceptance and understanding from those at the workplace. Expectations and workplace accommodations should be made clear at the return to work meeting. The person with depression will likely require a sense of flexibility in the workplace. Training or orientation may be required and the person should be permitted to take extra breaks as needed, especially if the work

environment triggers any anxiety. Plans and strategies should be developed with the team prior to returning to work to prevent escalation of symptoms and to promote self-management. For example, the team may brainstorm WHAT self-management strategies will be used in the event of an increase in symptoms and WHERE the person may go to practice these strategies. Additionally, the team should consider and role-play “dialogues” in the event that co-workers inquire about the person’s absence. Regular follow up meetings should be set to allow the team to celebrate the attainment of short-term goals.

Because productivity and work play such a vital role in a person’s life and in their identity, the implementation of a graduated return to work program will allow the person to re-establish a sense of structure, to experience success, and to feel that he or she is an important part of society.

## HEALTH TIPS

# Using the 4-P Rule for a Balanced Work Life

**WITH THE INCREASE IN STRESS-RELATED** absenteeism, here are a few simple tips to assist with maintaining mental and physical well being in the workplace.

**Prioritize:** Why do we have the illusion that we are able to juggle all our daily tasks in our bursting craniums? Start the day by making a written list of tasks and categorize between tasks you would like to do, tasks you should do, and those you HAVE to do. It will help you get a perspective on the day ahead and it won’t take more than a few minutes.

**Plan:** The purpose of planning ahead is so that when those little things come up, it doesn’t push us over the edge of

sanity. Make lunch the night before or tell clients that you will not be returning phone calls until the afternoon so that you can get some of that pesky paper work done.

**Pace:** We’ve all had those days where we come the office and work furiously through our coffee and lunch breaks with the elusive goal of “catching up.” Remember to make a point of scheduling lunch and coffee breaks. These are even more important to take on the crazy days so that you don’t collapse on the couch when you get home, too tired to care that the kids have turned the freshly painted walls into a crayon mural.



**Positioning:** Be aware of how the environment affects you. Are you sitting at your desk squinting into the sun every morning or is the air conditioning so high that you are shivering like an Eskimo who lost his parka? These are generally easy to remedy and can have a positive effect on your body and mind.

By Fiona Earl  
(Occupational  
Therapist)

## CATCH A GLIMPSE

Interview by Jason Jang (Job Coach)

# BERND GRUENHAGE

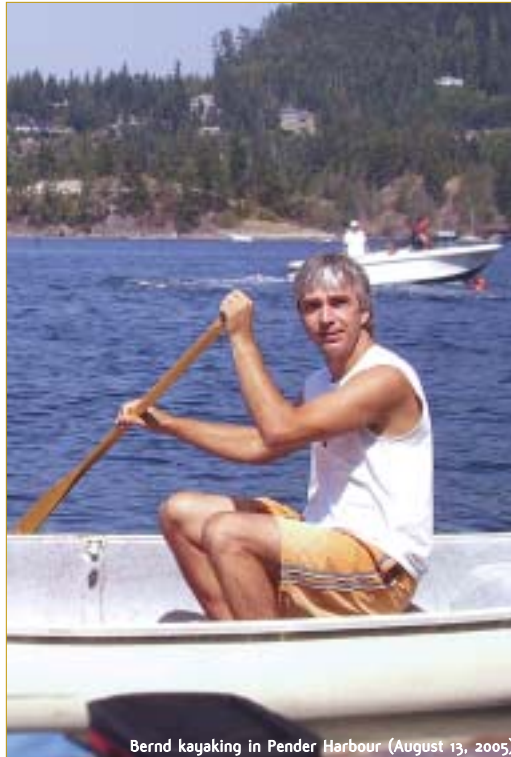
WE TAKE A SMALL GLIMPSE AT BERND Gruenhage, Manager of Back in Motion's Triumph Vocational Services. He has been a part of BiM for almost 8 years.

**JJ:** How long have you been working with people with disabilities?

**BG:** In total, close to 10 years. I worked with people with developmental disabilities and mental health disabilities in the past.

**JJ:** When you were young, what did you want to be when you grew up?

**BG:** At one point, probably when I was in Gr. 5, I wanted to be a vet. I liked animals but never pursued it to great lengths.



Bernd kayaking in Pender Harbour (August 13, 2005).

**JJ:** If you could have nothing planned for one day, how would you choose to fill your time?

**BG:** Haha, there are many things . . . there's no shortage. I would love to go to the west coast of Vancouver Island and be by the ocean. Taking the day walking and exploring or finding a nice place to read.

**JJ:** If you had a pair of season tickets to any event, what would it be?

**BG:** Hmm, probably Canucks, but theatre would be great too!

Thanks Bernd for sharing such a diverse and full outlook of yourself.

## SUCCESS STORY

By Ellen Luk (Vocational Coach)

# Ken C: "I feel that my chances of getting a job are 80% better"



When Ken C. joined the Triumph program, he was relatively quiet and shy. Since he started attending workshops regularly, he became more comfortable and he began participating in discussions. We quickly learned that Ken had a great sense of humour! He soon became known as a 'Triumph Faithful' demonstrating his motivation and great attitude in attending workshops, walking groups, and Triumph socials.

In December 2004, Ken was given a work experience opportunity at Home Depot, working as a Clerk Assistant. He enjoyed the retail environment and the interaction with staff. Ken proudly reports, "We talk about the grade of the lumber, the quality of the tools, and how to greet customers." He was

immediately noticed for his strong work ethic and positive attitude. Ken was even presented with a 10 pm to 6 am shift in the Shipping & Receiving department for three weeks, providing him with valuable work experience. He completed every task without complaining, with quality and a sense of ownership.

Ken demonstrated a high standard of excellence. He attended all workshops recommended and followed through in all training sessions for a functional reactivation program. Triumph gave Ken the opportunity to improve his employability skills and become more confident in his abilities. Ken expressed, "I feel more positive. I feel that my chances of getting a job are 80% better."

Visit [www.triumphvocational.com](http://www.triumphvocational.com) for more info.



Ken at the Triumph Burnaby-Tricities Awards Party.

**Triumph Vocational Services assists persons with disabilities to gain greater independence, enhance their skills, discover job opportunities, and to find employment.**

# We've had a Busy Summer

By Dave Bernard (PT), Annalise Wickers (Job Coach), CARES Committee, & Philippe De Clerck (Director, PT)

## Team Building Day

“So how was Back In Motion’s 1<sup>st</sup> Annual Team Building Day” you ask? Simply put... it was a blast! It was “company golf” at its best— power carts crisscrossing here and there, golf balls whizzing everywhere! It was summer sun, dinner abound, secrets revealed, fun, fun, fun! A special thanks to the Directors for this occasion. Cultivating a healthy work environment that nurtures a sense of trust, confidence, and cohesion amongst the team has always been a priority for Back in Motion. Team Building Day only served to strengthen this feeling.

## Summer Fun at Skardon House

On August 13, about 25 BiM staff and family boarded the Queen of Surrey to enjoy a day of summer fun at Skardon House in Pender Harbour. The weather was beautiful and everyone enjoyed the afternoon relaxing on the dock, swimming in the ocean, canoeing, and water-skiing. Those who attempted at getting up on two skis for the first time provided some good wipe-outs for everyone’s entertainment. After exhausting all energy in and around the water, everyone enjoyed an evening of BBQ and games before making the trek back to the Lower Mainland. It was definitely a day of relationship building and relaxation, preparing the BiM team for a Fall of hard work!

## Who CARES? BiM Does!

In our last edition, we mentioned that BiM was putting together a committee to focus on environmental and social initiatives that will make a difference within our company, our community, and our environment. We have since decided to name it the CARES committee (Corporate Activity for the Respect of the Environment and Society).

Our first environmental responsibility objective is to reduce our overall paper consumption. We have already implemented a few tree-saving strategies like printing double-sided pages and placing paper recycling boxes in all offices for re-use. We have also initiated the WEE Artist Campaign where we solicit poster submissions from staff’s children. Posters on “How Can YOU Protect the Environment?” will be posted around the two BiM clinics.

On the social responsibility side, we are in the process of raising funds for victims of Hurricane Katrina. Check back next time to find out how much donation we were able to collect.

We hope that by increasing CARES awareness, we’ll be able to adopt and promote sustainable business practices. Look for future newsletters, which will provide information on our environmental and social initiatives and how you can help.

## HIATS Contract with the WCB

Back in Motion is pleased to announce that it was recently awarded a new contract with the WCB of BC to provide early intervention, consisting of assessment and treatment services, for injured workers with brain injuries. For the purposes of delivering the Head Injury Assessment and Treatment Services (HIATS), BiM has partnered with the M. Jackson Group of Psychologists, and assembled a team of clinicians from a variety of disciplines. Our team is highly experienced, and includes Dr. Jeanne LeBlanc, a developer of the HIATS pilot program.

As with all its programs and services, BiM is committed to excellent delivery of HIATS that will support people to maximize function, return to work (where possible) and reach independence.

# C O N T A C T

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BiM staff & family at Skardon House in Pender Harbour, BC.