



How to help someone who is struggling

Although we may not often talk about it, behavior problems and emotional reactions affect every organization. Here are a few preventative steps you can take to help co-workers.

Start the conversation

A person's emotional state has a big effect on productivity and overall life satisfaction. Talk about stress management in meetings and the importance of self-care and living a healthy lifestyle.

Recognize mental health problems early

Many mental health problems go undetected, which causes people to suffer in silence. Ask employees whether they are OK or need help. Direct them to your company Employee Assistance Program provider and/or the text crisis line or suicide prevention line or ask if you can call on their behalf.



1 Warning signs

- Talking about suicide
- Self-loathing, self-hatred
- Withdrawing from others
- Self-destruction
- Hopelessness
- Decreased productivity
- Talking about being a burden
- Extreme mood swings
- Increased tardiness or absenteeism

2 Take action

- Show your concern
- Respond quickly
- Offer help and support
- Call 988 for ideas to help

Suicide Prevention Tips for Discussion

If someone seems to be under stress or upset, you might hear others say or even say yourself “suck it up” or “it’s not that bad.” Rather than downplaying it when someone seems down or out of sorts or making fun of them, what if you took the time to talk to them about what is going on in their lives? Sometimes, just knowing someone cares is enough. There also are resources available that can help them such as your company’s employee assistance program, the Suicide Prevention Lifeline (988) or Crisis Text Line (741741). Encourage co-workers to talk about mental health or ask if they need help.

- Encourage co-workers to talk.
- Understand the warning signs. If someone is exhibiting any symptoms, they could be struggling with their mental health.
- Respond quickly if someone is in crisis and call 988 for ideas to help.
- Discuss and make sure employees know how to reach the company’s EAP.

Notes:

Date

Signature of Presenter

Additional Topics Discussed: _____

ALL ATTENDEES MUST SIGN

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