

# Mental Health & Safety

A Construction Suicide Prevention Partnership Toolbox Talk\*

[www.suicide-stops-here.org](http://www.suicide-stops-here.org)

For many years discussing mental health at work or in other public places was taboo. Fortunately, the stigma over talking about mental health is changing, and we are working to make these conversations as routine as the morning stretch and flex.

It is important to treat mental health like we do physical health. We do not blame individuals for getting sick, so we should do the same for individuals struggling with mental health issues. Those at risk for suicide are not weak and should not feel ashamed for feeling hopeless. We can show them that they are important and valued.

**Did you know?**  
**1 in 5**  
adults deal with a  
mental health  
condition

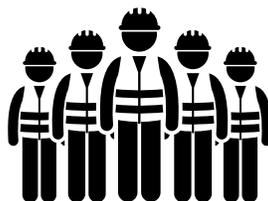
Two mental health conditions most frequently observed in the workplace are depression and anxiety. Coworkers that are affected by these conditions may exhibit:

- lack of focus
- slower reaction times
- impaired decision-making

Out of concern for their safety and the safety of your crew, connecting them with help supports the entire company.

Checking in with your crew to let them know you care demonstrates respect and concern for their well-being. Taking time to listen or being patient can go a long way to making people feel respected and cared for. Our leadership supports employees by taking the time to care for one another.

**Mental health is a personal issue, a family issue, a community issue, and a social issue. This is why attention to mental health is an important part of any company culture.**



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## Be Aware if Someone is Exhibiting Any Warning Signs of Suicide

Talking about wanting to die.
Talking about being a burden, feeling trapped, or that it would be "better if they were gone."
A change in behavior includes being late, less productive, mood swings, more irritable, or picking fights.
Acting anxious, agitated, or reckless.

## Follow These Steps if You Think Someone is Thinking About Suicide



- **Ask:** "Are you thinking about killing yourself?"



- **Keep them safe**
  - Stay with them
  - **Call or text the National Suicide and Crisis Lifeline at 988**
  - Remove access to lethal means



- **Be there:** Let them know that you care and that you are there for them
- **Help Them Connect**
  - Find a counselor
  - Connect with a crisis line for resources
  - Help them look into treatment



- **Follow Up**
  - Check in and see how they are doing
  - Be available to listen
  - Give support

**There are resources that can help anyone struggling with a mental health challenge:**

- Call or text the National Suicide and Crisis Lifeline by dialing **988**
- Text the Crisis Text Line "**HELLO**" to **741741**
- Check out the Construction Suicide Prevention Partnership at [www.Suicide-Stops-Here.org](http://www.Suicide-Stops-Here.org) for more resources