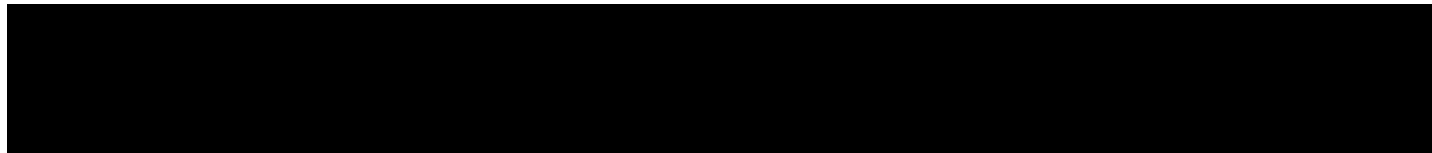




MHAT

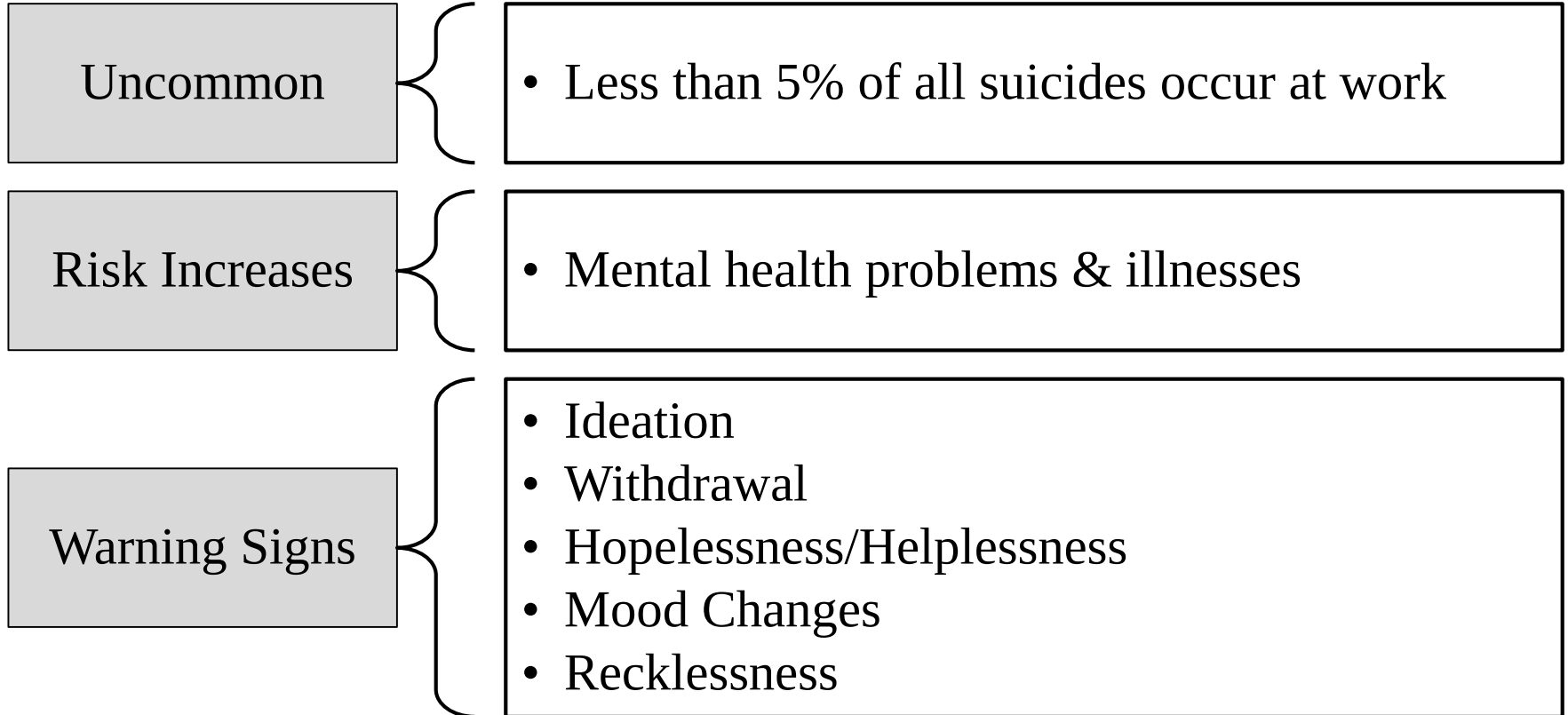
mental health awareness training





Module #2: Where do you go?

Mental Health & Suicide



Mental Health Awareness: Workplace Suicide Prevention

ASK

- Be direct and empathetic
- **DO** use the word “suicide”
- Ask the individual to accept help

ASSIST

- Don't leave them on their own
- Contact HR or Staff Helpline
- If armed or aggressive, call emergency services



Early Intervention: Take Action, Don't Take Over

ACT

Attend

- Pay attention to your people and their 'normal'
- Recognize SOS
- Use compassion

Communicate

- Address concerns
- Listen
- Ask open-ended questions
- Offer resources

Touch-Base

- Follow-up with employee
- Accommodate
- Offer resources
- Follow-up with HR, if needed

Early Intervention:

What **NOT** to Do

What to do

- ❑ Do be patient
- ❑ Do focus on specific behaviours/concerns
- ❑ Do use specific examples
- ❑ Do provide reassurance
- ❑ Do offer support and resources

What NOT to do

- ❑ Do not offer a pep talk
- ❑ Do not be accusatory
- ❑ Do not say “I understand”
- ❑ Do not label or diagnose the issue
- ❑ Do not interrupt

During Leave: Keeping in Touch with Employees

If you have an employee away on sick leave, should you contact the employee while he or she is on leave?

If so, what should you say/not say?

During Absence: Communicating & Taking Care of Your Team

Work with Others

- Your Manager
- HR and OHS

Appropriate Communication

- Workload distributions

Team Member Feelings

- Anger or resentment
- Empathy/sympathy

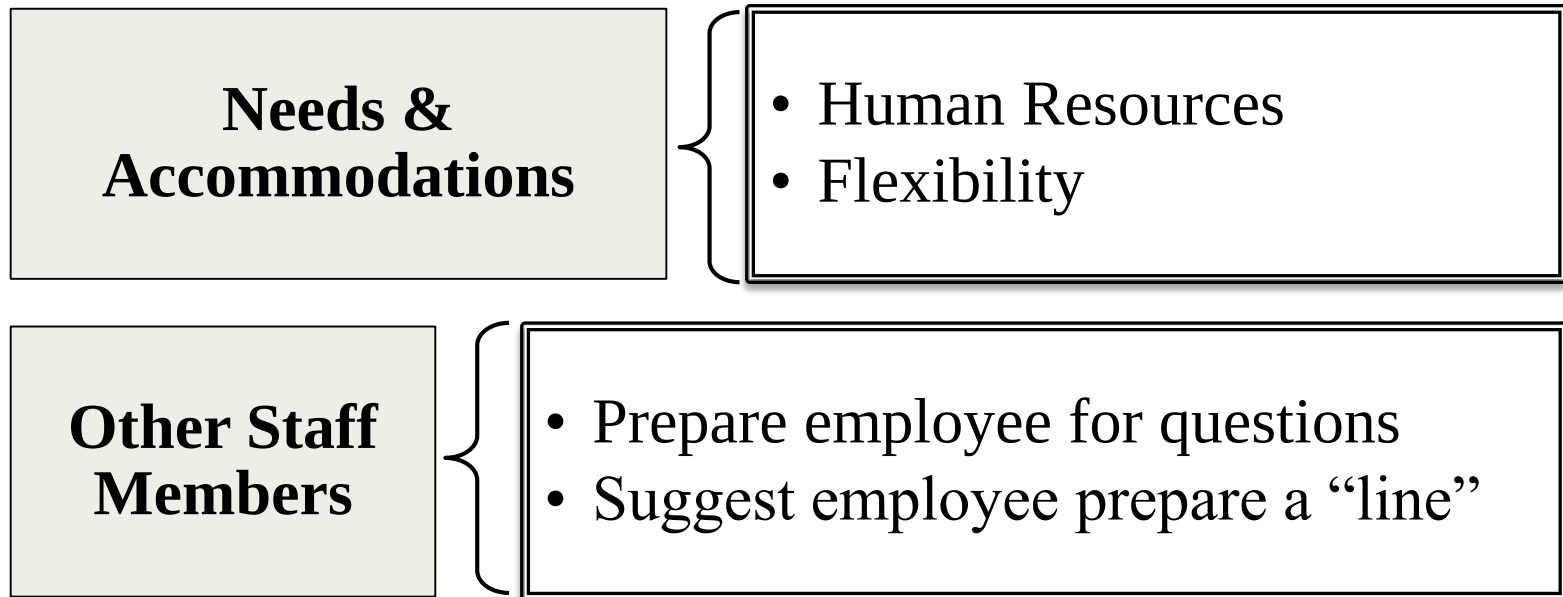
Employee Wishes

- Disclosure
- Flowers, cards, visits, etc.

Visible vs. Invisible Illnesses



Returning to Work: Planning & Monitoring



Return to Work Example

If you can do nothing else, try to...

1. Communicate often and openly.
2. Prevent stigmatization and bullying.
3. Offer resources and support.
4. Take care of yourself—Lead by example.



Questions & Closing Remarks