



IDENTIFYING & SUPPORTING A COWORKER IN CRISIS

⚠️ Common Warning Signs ⚠️

1 Behavioral

- Excessive fear or anxiety
- Decline in work performance
- Chronic exhaustion and burnout
- Inability to concentrate
- Being depressed or withdrawn for two or more weeks
- Saying goodbyes/giving away prized possessions

2 Situational

- Major financial stress
- Loss of any major relationship (break-up or divorce)
- Death of a friend or family member, especially if by suicide
- Toxic personal or work relationship
- Serious medical diagnosis or chronic illness

3 Verbal

- Talking about death, dying, or suicide
 - "No one would care if I'm gone."*
 - "You would be better off without me."*
 - "_____ will never get any better. I might as well end it."*
- Using written statements in emails or social media platforms expressing feelings relating to death, dying, or suicide

How to Respond to Warning Signs

1. **Inquire**- "I've noticed you haven't been yourself. Are you okay?" OR "Are you considering suicide?" (If the situation warrants you to be concerned about their safety.)
2. **Reassure Your Support**- "I'm here for you." OR "How can I best support you?"
3. **Persuade Your Coworker to Get Help**- "Are you open to calling our EAP/the crisis text line/etc.?"
4. **Refer to Support**- "This is the phone number for our free, confidential EAP. They can help you with what you are going through." (Hand/or email them the contact information for the support service. See the additional support resources below.)

NOTE: Contact your HR Team if you have any questions or concerns. **If you or a team member is in imminent danger, call 911 (US) or your country's emergency services line immediately.**

Dos & Don'ts of Supporting Your Peers

- ✓ Allow the person to open up about what they are struggling with without providing judgment
- ✓ Discuss the support that is available (i.e. EAP, lifeline, etc.)
- ✓ Let them know they have your support
- ✓ Ask "how can I best support you?"
- ⊘ Do not use terms like "crazy," "nuts," "druggie," etc.
- ⊘ Do not suggest that they need to be medicated or give a diagnosis
- ⊘ Do not minimize your coworker's struggle or ignore warning signs

Support Resources for You, Your Peers, & Your Family

Suicide Crisis Lifeline: (800) 273-8255 (US)
Crisis Text Line: Text HOME to 741741 (US)

National Alliance on Mental Illness: NAMI.org
Substance Abuse Support: SAMHSA.Gov

For strategies to support employee Mental Health Safety visit:
[StigmaFreeWorkplace.com](https://www.stigmafree workplace.com)