CONSTRUCTION SAFETY
CONSCIOUSNESS | ALIGNMENT | RESPECT | EMPOWERMENT

Toolbox Talk

Topic		Date	Project	Contractor
	Suicide Prevention	9/12/2023		

Instructions: Hold the guide with this side facing you and the other side facing your crew. The read the story.

Alright, listen up. We're here to talk about something that hits close to home – taking care of each other. Construction is tough physically and mentally. We need to look out for one another in both ways.

We have an anonymous story here that most of you have probably heard a thousand times. Let's call the guy Steady Eddy. He was a strong guy, a hard worker, looked like he could move mountains. Nothing seemed to shake him, he was always where he needed to be to lend a hand, share a laugh, or support the crew. But his calm demeanor at work was just masking the trouble building at home.

Money problems, kids getting into trouble, his spouse was unhappy. Eddy couldn't handle it all and he started acting different. He seemed quieter than normal, lashed out at some of the crew and began missing work. When he did show up, it was like he wasn't there at all.

One day, a younger guy saw Eddy sitting in his truck crying. He told the super who pulled Eddy aside. He asked Eddy outright if he was depressed and thinking of killing himself. Eddy said that it was all that he thought about and told him about everything going on at home. The super told Eddy that everyone on the team was there for him and would help him get through anything. He offered to get Eddy connected with the employee assistance program which could help with his finances and provide behavioral healthcare for his kids. He told Eddy that if he was ever thinking about suicide he should call him directly or dial 988 to talk to someone anonymously.

Lessons Learned - What went well? What improvements can be made?

What went well? 1. The younger guy told the super he was worried about Eddy 2. The super asked Eddy directly if he was suicidal 3. The super offered moral support to Eddy as well as information on the EAP and 988.

What can be improved? 1. The signs were there, but no one talked with Eddy 2. Eddy didn't feel open enough with his team to be vulnerable about his feelings 3. No one brought concerns about Eddy forward until Eddy was crying in his truck

ASK: "Does anyone have ideas or comments to share?" Pause for discussion. END WITH ACTION PLAN (ideas for what to ask or say).

1. How many of you know someone that has died by suicide or has lived experience?
2. Do we have a responsibility to say something if we see someone is in danger? Doesn't that include suicide?

Participation acknowledgement

Print Name	Sign Name	Print Name	Sign Name

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Insert Diagram and / or Photograph Here

1 BE AWARE

Everyone can help prevent suicide.

Mental health and suicide can be difficult to talk about–especially with work colleagues–but your actions can make a difference. When you work closely with others, you may sense when something is wrong.

2 PAY ATTENTION

Know the warning signs of suicide.

There is no single cause for suicide but there are warning signs. Changes in behavior, mood, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.

3 REACH OUT

Ask "Are you okay?"

If you are concerned about a coworker, talk with them privately, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.

4 TAKE ACTION

If someone is in crisis, stay with them and get help.

If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the National Suicide Prevention Lifeline.

5 LEARN MORE

Suicide prevention resources are available.

- Call the National Suicide Prevention Lifeline at 1-800-273-TALK (8255), or text "TALK" to 741741.
- Visit the American Foundation for Suicide Prevention (www.afsp.org) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.

Insert Diagram and / or Photograph Here

If you or someone you know needs support now, call or text **988** or chat **988lifeline.org**

988 SUICIDE & CRISIS LIFELINE

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