

Green light to talk: Recognizing signs & signals



Points to consider

- When we talk openly without judgment about mental health and illness, we can help reduce stigma and learn how to help ourselves and others.
- It's important to understand mental health challenges and concerns in the workplace and know where to get resources to help.
- When our mental well-being is better, we can better recognize the stressors in our everyday life and can work productively.

What are some signs that someone at work may be dealing with potential mental health issues?

- Extreme mood changes
- Irritability
- Withdrawing from relationships or social situations
- Seeming markedly different from usual or "off"
- Significant weight loss or gain
- Work performance slipping
- Routinely late, missing deadlines
- Absenteeism



What can I do?

- Talk to the person.
- Use neutral language, like "I've noticed some differences in you, is everything okay?" or "I wanted to check in with you because you haven't seemed like yourself lately".
- Be supportive and empathetic and listen more than you talk.
- Ask, "How can I support you right now?"
- Ask, "Have you thought about getting help?"
- Ask if you can help lighten their workload to alleviate any stress.
- Reassure the person that you care about them and help is available.
- Point the person to appropriate resources for help.