Green light to talk: Recognizing signs & signals

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.

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

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.

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