

Suicide Awareness Tips for Managers in the Workplace



Introduction

- **Purpose:** To provide management with the knowledge and tools to recognize and respond to signs of suicide risk in the workplace.

Recognizing Signs and Symptoms

- **Behavioral Changes:** Withdrawal from colleagues, decreased productivity, increased absenteeism, and changes in mood or behavior.
- **Verbal Cues:** Talking about feeling hopeless, trapped, or being a burden to others.
- **Physical Signs:** Neglect of personal appearance, sudden weight changes, or unexplained injuries.

How to Approach and Talk with an Employee

- **Create a Safe Environment:** Ensure privacy and a non-judgmental space.
- **Start the Conversation:** Use open-ended questions like "I've noticed you've seemed down lately, please tell me how you're doing."
- **Listen Actively:** Show empathy, avoid interrupting, and acknowledge their feelings. You don't have to "fix" anything.
- **Maintain Confidentiality:** Don't single out the employee or the individual coming to you with a concern. Ensure the conversation remains confidential and respectful.
- **Encourage Professional Help:** Suggest they reach out to Best Care EAP and offer to be there for support as the employee makes contact.

Resources Available on the Best Care EAP Website

www.bestcareeap.org

Please refer to your company-specific CODE to log in. The format is:

Username: bcCODEe

Password: CODE

- **Articles:** Provide a list of relevant articles on mental health and suicide prevention. These are located on the Resource Hub.
- **On-Demand Webinars:** These are located behind the login. Use your company username and password (above) to access, keyword search: suicide and mental health.
- **Employer Referral:** If you're looking for guidance on whether or not a formal referral is appropriate, call Best Care EAP at (402) 354-8000.

Crisis Help Available (24/7)

- **Best Care EAP** Call Best Care EAP at (402) 354-8000 or (800) 801-4182.
- **988 Suicide & Crisis Lifeline:** Call the Lifeline at 988 number.

Conclusion

- **Reminder:** Recognizing and addressing suicide risk is challenging. Your role is to recognize the signs, listen actively, and know what resources are available to provide support.
- **Additional Support:** Reach out to Best Care EAP/contact your HR if you have additional questions or concerns and want support.



BEST CARE EAP