

Asking are you O.K Mate?



For a workmate or employer concerned about a worker's mental health, here a few tips to initiate a positive mental health conversation:

- Before you commence a conversation around mental health think about what you will discuss and ways that you can respond to your workmate. Remember, while you can't fix things, you can you help. Consider the following prior to starting the conversation:
 - Read quality, information about mental health conditions
 - Find out what support is available through the workplace.
 - Be sure to confirm that you respect their privacy
 - Think about what they may need now and how you can support them
 - How you will bring up the topic (I've noticed... I'm concerned... etc)
 - Be prepared that they may not be ready to have a conversation and you may need to try again at a later date
- » Choose an appropriate time to talk
- Be thoughtful and genuine.
- Actively listen by recalling the main points of the conversation and ask your workmate questions.
- Try to maintain a relaxed body position and appropriate eye contact
- Encourage your workmate to seek help (If there is no availability of support within the workplace, a mental health plan is available through a GP at any time.)
- Encourage your workmate to remain socially and physically active and to keep a healthy diet (you can play a role in this part)
- Talk about other topics to let the conversation flow naturally
- Remember to check back in. It may take a number of conversations for some workers to open up about their mental health condition.
- It is important to always respect your workmates privacy.



Regardless of which seat you're in, with mental health it is important to have open conversations to reduce any negative stigma and to promote positive mental health for our work mates.

For more information visit:

Beyondblue

HeadsUp

Mates in Construction: 1300 642 111

Lifeline: 13 11 14