

Be StigmaFree

# A Guide for Coworkers

Have you noticed any changes in your coworker? Changes could be related to how they feel, look, act, and/or think.

**Feels:** Is excessively irritable, worried, or overwhelmed

**Looks:** Is exhausted or fidgety

**Acts:** Is less engaged at work or socially withdrawn

**Thinks:** Has difficulty concentrating or increased confusion

**Have these changes been going on for at least two weeks?**

Yes

Start a conversation. Find a private place and lead with understanding. Ask if they're open to sharing.



Open to sharing

Great! Actively listen, avoid suggesting diagnoses, and don't minimize or invalidate their struggle. Share your own story if you're comfortable.



No

We can all have a bad day or two! Check back in a few days to see how they're doing.



Not open to sharing

It's ok, don't pressure them and remind them that they are not alone.



Follow up by providing resources like the NAMI Helpline 800-850-6264. Check back in two weeks to see how they're doing.



If you're worried about someone's risk of self-harm, take it seriously, don't leave them alone. Reach out to the designated person in your organization or call/text the **988 Suicide and Crisis Lifeline**.