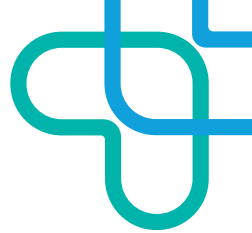


RECOGNISING AN EMPLOYEE IN CRISIS



Are you worried about an employee's mental wellbeing? We asked our Mental Health First Aid expert Oly about how to spot and support an employee that you think may be in a mental health crisis.



There's only one way to find out if someone is suicidal – and that's to ask the person outright. But suicide holds such a stigma that people often hesitate to ask, or we may be worried that by asking we could plant a seed. Thankfully, this has been proven not to be the case.

– Oly Newton



If you are worried about an employee or loved one, encourage them to talk about how they are feeling to a friend or professional. This can include their GP, EAP counselling helpline, or a crisis helpline such as Samaritans or SOS.

If you are worried that someone is in immediate danger, the NHS recommend to call their 111 or 999 services.

SIGNS THAT SOMEONE MAY BE IN CRISIS:

- **Talking about wanting to die or to kill themselves**, such as expressing a desire to end their life or saying they have no reason to live
- **Seeking out ways to end their life**, such as researching methods or gathering items
- **Expressing feelings of hopelessness or having no purpose**, like saying that things will never get better, feeling trapped, or seeing no way out of their situation
- **Talking about feeling unbearable pain**, both physically and/or emotionally
- **Withdrawing from friends, family, and activities**, isolating themselves from others, or losing interest in their hobbies or favourite activities
- **Displaying extreme mood swings**
- **Increasing use of alcohol or drugs**
- **Acting anxious, agitated, or reckless**, such as behaving in ways that are out of character or taking dangerous risks
- **Talking about feeling like a burden to others**, or believing their presence is a problem for family or friends
- **Giving away prized possessions**
- **Saying goodbye to people as if they won't be seen again**
- **Changes in sleeping patterns**, including sleeping too much or too little