

## SUPPORTING COLLEAGUES AND FRIENDS DURING TOUGH TIMES

If you are concerned for a colleague or friend, you may feel the need to reach out to resources for them. Below are some suggestions for how to express concern and respect possible privacy needs. Of course, if there is an imminent safety risk such as an acute risk of suicide or homicide, notify professionals immediately.

### Listen

- Be understanding
- Be accepting of what you hear
- Be patient
- "I may not be able to understand exactly how you feel, but I care about you and want to help."

### Express Concern

- I'm concerned about you and I want you to know there is help available to get you through this.
- I've noticed you haven't been acting like yourself lately. I'm worried about... (you're not sleeping, you're anxious a lot, you're angry more often etc)
- I'm so glad you're talking to me. I know there are people who can help. I wonder, if we can reach out to someone together.
- I care about you. Is it ok if I share my concern with .... ? I know they can help

### Reassure

- You are not alone. I'm here for you.
- I can be with you/on the call together with you if you'd like to talk to someone.
- You are important to me. We'll get through this together.
- I will call you... (later today, tomorrow, in a few days etc).

Adapted from:

*NAMI (National Alliance on Mental Illness)*