

Construction is a unique field and Hudson Bay Insulation is a unique company. We spend more working hours with those on a job site or in the office than with our families sometimes. Friendships are made and though we may share intimate conversations about our wins and our losses or the unfortunate passing of a friend or family member, we never really talk about suicide. Why is that?

I think we can all agree, conversations about mental health are not east to start, they just aren't. We chose as a company to fight this battle and we will continue to have open and honest conversations about suicide in construction.

We can learn the basic steps, but unless we actually practice, and put them into our own words, we are likely to dismiss and ignore the warning signs that someone may be experiencing a mental health crisis.

Notice, Ask, Listen, Support and Follow-Up.

Let's conduct a practical exercise, (*remember confidence comes from discipline and training.*) You notice that someone on your team has been going out to the bar a lot after work. Their attendance is getting worse and they always seem to be distracted or carless with their actions and they are mentioning how helpless they feel.

1. Tell them you have noticed something is wrong. What types of things might you say?
2. Ask them if there are ways you can help.
3. Let them know that there are people who can help, often times, they might just need someone to listen to them.
4. Offer to do something with them outside of work.
5. Check in with them after a few days to see how things are going.
6. Escalate intervention if no improvement is seen in attitude or behavior. Consult with a supervisor or refer them to crisis help lines or other mental health professionals.

Remember This!

Simple intervention conversations like these can save lives and help protect your co-workers, friends, and family members. You can't fix mental health with duct tape, but you can connect with people to help them find solutions that work.



Tool Box Talk/Safety Meeting Sign In Sheet

Energy Efficiency Specialists™

Email to chris@hudsonbayins.com or safety@hudsonbayins.com or text to (206) 730-6273

Topic: _____ Date: _____

Discussion Leader: _____ Job Name: _____

	Employee Name	Employee Signature
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Employee Comments, Concerns, Suggestions or Recommendations to improve workplace safety & health:

Please submit this document immediately upon completion of the meeting to the safety department and retain the original copy of this document in the Safety & Risk Management Plan.