THRIVE 360°

EVERYBODY | EVERYWHERE | EVERYDAY

Talking About Mental Health Start with "Are You Okay?"

Build strong. Live Well.

You do not need to be a counselor to help.

Check in, listen without judgment, and connect people to support.

Small conversations can make a big difference.

Why this matters in construction
Construction work can be difficult. Long hours, schedule changes, injuries, chronic pain, time away from family, and a "tough it out" culture can make it harder for people to speak up.

Thrive 360° reminder
Mental health is part of whole-person well-being. When we notice changes, ask "Are you okay?", and connect someone to support, we create a culture where people can speak up and get help.

1. Notice the signs
Look for changes from what is normal for that person: pulling away, seeming frustrated or angry, acting distracted or checked out, missing work, taking more risks, looking exhausted, talking about feeling hopeless, or saying things like "I can't do this anymore."

Remember: it may not be work
People may be carrying pressure from home, family, finances, health, grief, or other personal challenges. You do not need to diagnose—just be aware and check in.

2. Start the conversation
Find a private moment and ask "**A**re you okay?" You can also say, "I've noticed you don't seem like yourself. How are you doing?"

When suicide may be a concern
Take it seriously if someone talks about feeling hopeless, being a burden, wanting to give up, or not wanting to be here anymore. Do not ignore or minimize those statements.

3. Listen
Let them talk. Avoid trying to fix the problem. Listen, show concern, and thank them for being honest.

Ask directly if you are concerned
It is okay to ask: "Are you thinking about hurting yourself?" or "Are you thinking about suicide?" Asking does not increase risk and can help someone feel supported.

4. Encourage support
If someone is struggling, share resources. Our HR teams can help. Free confidential therapy is available through HealthJoy: visit eap.healthjoy.com using company name STOBG, call 888-731-3327, or use the HealthJoy app.

Connect them to help immediately
If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or call the 988 Suicide and Crisis line right away.

Need immediate support?
Call or text **988** for the Suicide & Crisis Lifeline. If there is immediate danger, call **911** or emergency services right away.

Key message: You do not need the perfect words. You can ask "Are you okay?", listen, and help connect someone to support.