

Helping a Co-Worker Scenario

- A co-worker has not been their usual self these last few weeks.
- They seem to be frequently struggling to cope and meet demands.
- They have been withdrawing from others and frequently miss work meetings.
- When you approached them about the changes you noticed, they blurted out: “I don’t know why I bother to show up. Everyone would be better off without me.”

Questions

1. What signs and indicators are they experiencing?

2. Where might they be on the Mental Health Continuum (green – healthy; yellow – reacting; orange – injured; red – ill)?

3. How would you approach them? What can you say or do?

Big 4 Scenario

- You are usually a very patient and easygoing person who likes to make jokes. Lately, you've lost your sense of humour. You're feeling frustrated about having to manage additional work while trying to take care of your family and worrying about your elderly parents.
- You would like to ask your manager for help, but with the increase in work for your department, the last thing you want is for your manager to feel like you're not able to do your job.
- You often catch yourself thinking negative thoughts such as "I'm such a failure," "I'm going to lose my job" and "I should be able to do more." The constant worry is keeping you up at night.

Questions

1. What signs and indicators are you noticing?

2. Where might you be on the Continuum? (green – healthy; yellow – reacting; orange – injured; red – ill)?

3. Which of the Big 4 Coping Strategies would you find useful in this situation and in what order?

4. What if a co-worker, family member, or friend is having these experiences? What could you do or say?