

Helping a Co-Worker Scenario

- You’ve noticed that one of the nurse practitioners on your team that you get along with quite well has not been their usual self these last few weeks. They seem to be struggling, and you are worried.
- Lately, you noticed they have been withdrawing from colleagues and missing more shifts.
- When you approached them about the changes you’ve noticed, they replied: “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 have stopped chatting with your patients when you're performing care duties.
- 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?

Helping an Employee Scenario

- Recently, your workplace has made a lot of changes to its business operations, including
- modified work duties and shifts.
- Many part-time employees have been laid off and many others have been working extended hours and taking on extra responsibilities.
- You have noticed that a personal support worker has been interacting with colleagues much less than usual. Yesterday, you saw them crying in front of a patient.

Questions

1. What signs and indicators are they experiencing?

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

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



AIR Scenario

- Your hospital is going through major changes, resulting in multiple night shifts. Staff members are stressed and frustrated. Several team members have been calling in sick and showing signs of burnout.
- Yesterday, during a team meeting, a staff member had a severe anxiety attack and was rushed to the ER. Everyone is worried about their co-worker's health and about the uncertainties of their own job schedules.

Questions

1. When/How would you use AIR to manage this incident and support the mental health and well-being of the employee as well as the other team members?

2. What questions would you ask? How would you start the conversation with your team?

3. What other tools and/or resources could you use?