

Helping a Co-Worker Scenario A

- A team member has been assigned to many complex files. They've told you that they feel very stress and cannot focus. They also told you that they stay awake at night thinking about the case files.
- You've noticed that your colleague no longer talks to you about the hobbies they usually enjoy in their free time.
- When you approached your co-worker about the changes you've noticed, they said, "I can't go on like this. 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?

Helping a Co-Worker Scenario B

- Your colleague, with whom you’ve worked for ten years, recently spent several weeks preparing for the defence of a complex case. They reviewed evidence, including pictures, testimonies and discussions with the client.
- Since the trial, your colleague has been withdrawn and extremely irritable. You’ve noticed that they rarely eat anything throughout the day.
- When you approached your co-worker about the changes you’ve noticed, they said, “I’m not new to this job. I don’t know why I’m so exhausted. 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 easygoing person. Recently, you’ve lost your sense of humour. You are feeling more frustrated about your responsibilities at work and at home.
- You are hesitant to ask for help from your manager. You keep having negative thoughts such as “I’m such a failure”, “I’m going to lose my job”, and “I should be able to do more”.
- You are unable to sleep well 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 A

- A member of your team lost their spouse two years ago. They are raising two children on their own.
- Lately, they often have to take time off work for personal matters. You've noticed that their performance at work has been steadily declining and that they often ask you to repeat what you've just said.
- You know that this person tends to avoid asking for help.

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?

Helping an Employee Scenario B

- A member of your team has had to miss work several times recently to take their mother to medical appointments.
- You've noticed that this person has been avoiding any interaction with colleagues. When they arrive at work, they look exhausted.
- They told you that they feel guilty for not being able to take on additional responsibility at work.

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 department is going through a restructuring. Team members are extremely stressed and frustrated with the rapid changes. Many have been calling in sick and showing signs of burnout.
- Yesterday, during a team meeting, a team member had a severe anxiety attack and was rushed to the ER. Everyone is worried about their co-worker's health and about the outcomes of the restructuring.

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?