



Scenario A: Helping a Co-Worker Scenario

- You are a construction worker, and your team's hours have been changing constantly. Sometimes you are assigned 20 hours a week, other times 60 hours a week. Your co-worker has lived with lower back pain for many years, and lately the pain has been more intense. You've encouraged them to see their family doctor. They've made and cancelled appointments several times.
- When your team members try to chat with your co-worker, they say, "Leave me alone" and work in silence. They've told you they are worried about their fluctuating pay, and that they've not been eating and have been losing weight.
- When you approached your co-worker to express your concern, they replied: "I don't see a point to all 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?



Scenario B: Helping a Co-Worker Scenario

- You are a powerline technician, and lately, due to power outages caused by storms, your team has had to work long hours, up to 60 hours a week. Your co-worker has been dealing with lower back pain for years, and it's been worse recently.
- You've encouraged them to see their family doctor. They've made and cancelled appointments several times. They are worried about their chronic back pain, but they are also worried that seeing the doctor will mean being told to take time off work. To them, this means the bills would pile up even higher without a pay cheque and your supervisor might stop assigning important projects to you. These worries sometimes keep your co-worker up at night.
- When you approached them about how they are feeling, they replied: "What does it matter? 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?



Scenario C: Helping a Co-Worker Scenario

- You and a co-worker are both truck drivers and you both spend long stretches on the road. Recently, your co-worker became a parent, but soon after had to leave their family for another long-distance run.
- They've told you they want to be with their family, but they're concerned about losing income when they have extra expenses coming in. They've also been experiencing severe back pain but can't find time to see the doctor. They admitted that sometimes they have trouble concentrating while driving at night.
- When you approached your co-worker about how they're feeling, they replied: "I don't know why I bother. I'm letting down my family. 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?

Scenario A: Big 4

- You've been a construction worker for six months now, and the job has been very challenging. You have a meeting with your boss at the end of the week, and it's making you anxious. You worry that your boss thinks that you don't work as quickly and efficiently as some of your team members.
- This job is physically demanding and stressful, and you see some co-workers using opioids to cope. Dealing with the physical demands of this job is tough, but you tell yourself it's something you are expected to handle. You have trouble sleeping at night.
- You want to talk to your supervisor about your overall experience in your first six months, but you're afraid it might affect your performance review.

Questions

1. What signs and indicators are you noticing?
2. Where might you be on the Continuum?
3. Which of the Big 4 strategies would you use and in what order?
4. What if a co-worker, family member, or friend is having these experiences? What could you do or say?



Scenario B: Big 4

- You're in your first six months on the job as a utility worker apprentice. It's a high-pressure role involving restoring essential services, and it's been taking a toll on you. At the end of the week, you have a mandatory probationary meeting with your employer.
- You're efficient, but last week, exhaustion led to an error while fixing wires, causing a short-circuit. Thankfully, no one was hurt, although there was considerable damage to some equipment.
- You're worried about your employer's reaction. Above all, you take safety very seriously and feel responsible for everyone's well-being, which adds to your stress.
- You want to discuss your feelings with your employer, but you're concerned it might negatively impact your upcoming performance review. At night, you can't sleep as you keep thinking about the impending check-in.

Questions

1. What signs and indicators are you noticing?
2. Where might you be on the Continuum?
3. Which of the Big 4 strategies would you use and in what order?
4. What if a co-worker, family member, or friend is having these experiences? What could you do or say?



Scenario C: Big 4

- You are nearing the end of your first year as a long-distance truck driver. At the end of the week, you will have an annual performance review with your supervisor. To date, almost all your deliveries have been on time. However, one day last week, you were distracted and thinking about bills. You ended up being late for three deliveries. You think your supervisor will be very upset about this missed target.
- You went into this profession largely because you enjoy spending time alone. However, lately you have been feeling very lonely; you have lost touch with friends and family.
- You want to talk to your supervisor about what you are feeling, but you are worried that your comments might negatively affect your performance review. At night, you lie awake thinking about the upcoming review.

Questions

1. What signs and indicators are you noticing?
2. Where might you be on the Continuum?
3. Which of the Big 4 strategies would you use and in what order?
4. What if a co-worker, family member, or friend is having these experiences? What could you do or say?