

Helping a Co-Worker Scenario

- You’ve noticed that a co-worker has not been their usual self these last few weeks. They seem to be struggling to fulfill their responsibilities at work.
- They have started keeping to themselves during breaks, frequently show up late to work meetings, and appear distracted in interactions with colleagues.
- They’ve told you that they’re not sleeping well, that they feel like they're disappointing their family, and that the only thing they look forward to is getting home and spending hours on their phone.
- A week later, when you approach them again to ask how they are doing, they reply, “Everything’s fine. There’s not much to talk about.”

Questions

1. What signs and indicators are you noticing in your colleague?

R

2. Where might your colleague be on the Mental Health Continuum?

A



3. How might you approach them? What could you say or do?

M

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, and 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 in yourself?

R

2. Where might you be on the Continuum?

A



3. Which of the Big 4 coping strategies could you use, and in what order?

M

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

P