



# **R U OK? DAY**

R U OK? Day, celebrated on 15th September, is a national day of action dedicated to reminding everyone that any day is the day to ask, "Are you ok?" and support those struggling with life . Taking part can be as simple as learning steps so you can have a conversation that could change a life.

The Day is about inspiring people to start these conversations every day of the year. If you need help to understand how to reach out to a person you might be worried about, you can use our free online mental health training tool, which can be accessed here: www.relationshipswa.org.au/connect

The online training tool introduces the STRES model – five simple steps to give people the confidence and tools to talk to someone they may be concerned about.

## The STRES Model:



**Signs** - What you could look for in someone's behaviour that may indicate they are at risk of mental health decline.

**Time** - Finding a good time to talk and what to check before approaching someone.

**Reach out** - How you can ask if someone is OK emotionally and what to say to them.

**Empathy** – How to listen well and what you can say in response, so the person feels heard and understood.

**Support** - Knowing your role and responsibilities in support; ways to support someone; and how to encourage a person to seek professional help if they need it.

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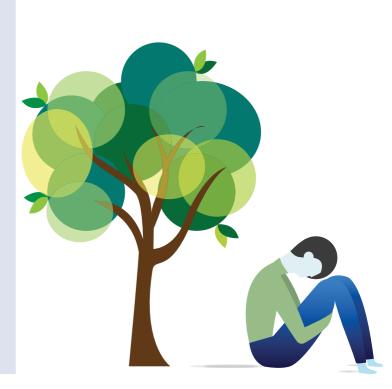
# EAP NEWS

### Phone: 1300 364 277

#### R U OK? At Work

A place where asking the question "are you ok?" can be effective in the workplace. As employers or staff, we can all create a culture where people feel confident asking and answering this most important question. Besides our responsibility to provide a safe and healthy workplace, these conversations can make a real difference to someone going through a tough time.

To help manage conversations with individuals struggling in the workplace, R U OK? has developed a practical guide. Learn how to ask "Are you ok?" of any team member who might be struggling, then respond appropriately and safely to anyone who says that they're not.



#### How do I know if someone needs support?

Over the last fortnight, have you noticed 2 or more of the below?

- 1. Changes in their physical appearance?
- Look more tired than usual
- Seem "flat" or drained of energy
- Have had a pattern of illness or being constantly run down
- Complain of physical health issues such as headaches or migraines
- Eat more or much less than usual
- Drink more alcohol than usual
- Seem more fidgety and nervous than usual.

#### 2. Changes in mood?

- Seem irritable, snappy and fly off the handle when they didn't use to
- Appear more anxious and worried about everything (i.e. work and personal things)
- React more emotionally than the situation deserves
- Quick to anger
- Overwhelmed by tasks that they had previously found manageable.

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#### 3. Changes in behaviour?

- More withdrawn than usual
- Don't enjoy hobbies/interests like they use to
- Have difficulty concentrating or seem constantly distracted
- Taking on more work to avoid being in social situations with others
- Not performing to their usual standard.

#### 4. Changes in how thoughts are expressed?

- Tendency to catastrophise everything ("It's always terrible...")
- Interpret situations negatively (might conclude that two people in a meeting are discussing their performance or future with the company)
- Personalise situations ("I knew I'd get the toughest roster – they've got it in for me")
- Sound more confused or irrational
- Complain about constant thoughts and difficulty switching them off.

If you have noticed 2 or more of any of these for any team member, that person might need some extra support. This may be the time for you to start a conversation.

For more information on R U OK? Day and their resources, please visit their website here: <a href="http://www.ruok.org.au/every-day-resources">www.ruok.org.au/every-day-resources</a>

#### What are useful contacts for someone who's not ok?

- Lifeline (crisis support, 24/7): 13 11 14
- Suicide Call Back Service (professional telephone crisis support): 1300 659 467
- beyondblue (info about anxiety and depression): 1300 22 4636
- SANE Australia (info about mental illness and referral): 1800 18 SANE (7263)
- More contacts: <u>ruok.org.au/findhelp</u>
- If life is in danger, call 000



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