



MENTAL HEALTH IN CONSTRUCTION TOOLKIT

For Contractors Committed to Mental Health & Suicide Prevention



Build Stronger Teams. Save Lives.

Mental health is jobsite safety. Contractors play a critical role in protecting not just the physical safety of their crews—but their emotional and mental well-being, too. This Virtual Mental Health at Work Kit equips contractors with practical tools to start the conversation, reduce stigma, and connect workers with real support.

WHAT'S INSIDE THE KIT?

1. Weekly Toolbox Talks (Download & Deliver) Straightforward, easy-to-run talks you can build into daily huddles or safety meetings. Topics include:

- Mental Health Myth-Busting
- Onsite Safety Practices and Mental Health
- Suicide Awareness and Prevention
- Mental Health Statistics
- and 20 more on WWCCA.org/mental-health/

Each talk includes a leader script, key discussion points, and takeaways—designed specifically for construction crews and available in English & Spanish.

2. Contractor-Focused Resource Library

All resources are available for free via WWCCA.org, including:

- Mental Health, Substance Abuse and Suicide Prevention Resources
- Resources to build out your programs and take action
- Union & Local Support Lines
- Links to Crisis and other Resources, both local and national

3. Communication Templates

Plug-and-play templates for company-wide emails, safety bulletins, and supervisor talking points to normalize mental health conversations from the top down.

4. Leadership Briefing (Optional Add-On)

A 30-minute virtual session for leadership teams on how to create a psychologically safe jobsite, spot warning signs, and encourage help-seeking.

WHY IT MATTERS?

- Construction has one of the highest suicide rates of any industry.
- 1 in 5 construction workers reports struggling with mental health.
- A simple conversation can save a life.

Questions? Need Support?
Reach out to Stephanie Lemek for guidance
on how to roll this out with your teams.



MENTAL HEALTH MYTHBUSTING



Let's address some common myths and misconceptions about mental health. Understanding the truth about mental health can help us support each other better and create a healthier work environment.

Why Address Mental Health Myths?

Misunderstandings and myths about mental health can lead to stigma, preventing people from seeking help and receiving the support they need. By debunking these myths, we can foster a more supportive and informed workplace.

COMMON MYTHS AND THE FACTS

Myth 1: Mental health issues are rare.

Fact: Mental health issues are common. According to the World Health Organization, 1 in 4 people will experience a mental health issue at some point in their lives.

Myth 2: Mental health problems are a sign of weakness.

Fact: Mental health problems are not a sign of personal weakness. They can affect anyone, regardless of strength, character, or background. Mental health issues are medical conditions, just like diabetes or heart disease.

Myth 3: You can just "snap out of" a mental health issue.

Fact: Mental health conditions are not something that people can simply overcome with willpower. They often require professional treatment, just like any other health condition.

Myth 4: Talking about mental health makes things worse.

Fact: Talking about mental health can actually make things better. Open discussions can reduce stigma, provide support, and help people feel less alone. It encourages those affected to seek help.

Discussion and Questions:

Does anyone have any questions or thoughts about the myths we've discussed today? Have you encountered any other myths that you think we should address?

Myth 5: People with mental health conditions are violent or dangerous.

Fact: Most people with mental health conditions are not violent. In fact, they are more likely to be victims of violence than to perpetrate it. Stereotyping people with mental health issues as dangerous is harmful and incorrect.

Myth 6: Mental health problems don't affect work performance.

Fact: Mental health issues can significantly affect a person's ability to work. They can impact concentration, decision-making, and energy levels, leading to decreased productivity and increased errors or accidents on the job.

Dispelling myths about mental health is a crucial step toward creating a supportive and understanding workplace. By spreading accurate information and supporting each other, we can help reduce the stigma and make it easier for those who need help to seek it.

Remember, resources are available for you or anyone who may need it if they are struggling with mental health challenges. Use the QR code to access some now or in the future.

Get Access to
Mental Health
Resources Now





DESMINTIENDO MITOS SOBRE LA SALUD MENTAL



Abordemos algunos mitos y conceptos erróneos comunes sobre la salud mental. Comprender la verdad acerca de la salud mental puede ayudarnos a apoyarnos mejor y crear un ambiente de trabajo más saludable.

¿Por qué abordar los mitos sobre la salud mental?

Las ideas erróneas y los mitos sobre la salud mental pueden generar estigmas que impiden que las personas busquen ayuda y reciban el apoyo que necesitan. Al desmentir estos mitos, podemos fomentar un entorno laboral más solidario e informado.

MITOS COMUNES Y LOS HECHOS

Mito 1 - Los problemas de salud mental son raros.

Hecho: Los problemas de salud mental son comunes. Según la Organización Mundial de la Salud, 1 de cada 4 personas experimentará un problema de salud mental en algún momento de su vida.

Mito 2 - Los problemas de salud mental son un signo de debilidad.

Hecho: Los problemas de salud mental no son un signo de debilidad personal. Pueden afectar a cualquiera, independientemente de su fortaleza, carácter o antecedentes. Los problemas de salud mental son condiciones médicas, al igual que la diabetes o las enfermedades cardíacas.

Mito 3 - Puedes simplemente "superar" un problema de salud mental.

Hecho: Las condiciones de salud mental no son algo que las personas puedan superar solo con fuerza de voluntad. A menudo requieren tratamiento profesional, al igual que cualquier otra condición de salud.

Mito 4 - Hablar sobre la salud mental empeora las cosas.

Hecho: Hablar sobre la salud mental en realidad puede mejorar las cosas. Las discusiones abiertas pueden reducir el estigma, brindar apoyo y hacer que las personas se sientan menos solas. Esto anima a quienes están afectados a buscar ayuda.

Discusión y preguntas

¿Tienen preguntas o reflexiones sobre los mitos que hemos discutido hoy? ¿Han encontrado otros mitos que creen que deberíamos abordar?

Mito 5: Las personas con problemas de salud mental son violentas o peligrosas.

Hecho: La mayoría de las personas con problemas de salud mental no son violentas. De hecho, es más probable que sean víctimas de violencia que perpetradores. Estereotipar a las personas con problemas de salud mental como peligrosas es dañino e incorrecto.

Mito 6: Los problemas de salud mental no afectan el rendimiento laboral.

Hecho: Los problemas de salud mental pueden afectar significativamente la capacidad de una persona para trabajar. Pueden impactar la concentración, la toma de decisiones y los niveles de energía, lo que lleva a una disminución de la productividad y a un aumento de errores o accidentes en el trabajo.

Desmentir los mitos sobre la salud mental es un paso crucial hacia la creación de un ambiente laboral solidario y comprensivo. Al difundir información precisa y apoyarnos mutuamente, podemos ayudar a reducir el estigma y facilitar que aquellos que necesitan ayuda la busquen.

Recuerda, hay recursos disponibles para ti o cualquier persona que pueda estar enfrentando desafíos de salud mental. Usa el código QR para acceder a ellos ahora o en el futuro.

Obtén acceso a
recursos de salud
mental ahora





ONSITE SAFETY PRACTICES & MENTAL HEALTH



Mike, a dedicated operator, had been struggling with anxiety and depression due to both job pressures and personal issues. One morning, his fatigue and lack of focus led to a near-miss incident when he failed to stop a crane in time, almost causing a severe accident. This close call highlights the critical impact of mental health on jobsite safety for ourselves and for our crews.

Today, we'll focus on an aspect of safety that is just as important as physical safety practices, **mental health**. Our mental well-being is crucial for performing our jobs effectively and safely. As you know, our industry is demanding, with high-stress levels, tight deadlines, and physically strenuous work. These factors can impact our mental health, leading to stress, anxiety, and burnout if not managed properly. We can improve overall safety, productivity, and our own wellbeing by prioritizing mental health.

ONSITE PRACTICES FOR MENTAL HEALTH & SAFETY

Foster Open Communication:

- **Encourage Conversation on your Crew:** Create a culture where workers feel comfortable discussing their mental health without fear of judgment or stigma.
- **Practice Active Listening:** Be attentive and listen actively when someone shares their concerns.

Plan For Regular Breaks:

- **Ensure regular breaks** during work hours to rest and recharge. Short, frequent breaks can prevent burnout and reduce stress.
- **Take part in activities during breaks that promote relaxation**, such as stretching, walking, listening to music or breathing exercises.

Stress Management:

- **Recognize common causes of stress on the jobsite**, such as tight deadlines, heavy workloads, and safety hazards. Identify ways to reduce and respond to stress caused by these factors.
- **Practice stress management techniques** like mindfulness, meditation, hobbies, and physical exercise to cope with stress.

Find & Use Support Systems:

- **Promote a buddy system** where workers check in on each other and offer support.
- **Provide information** about accessing professional mental health resources, you can access them using the Mental Health QR code

Encourage Work-Life Balance:

- **Take time off** when you need to recharge and address personal matters and encourage your coworkers to do the same.

Build a Safe and Supportive Environment:

- **Foster a respectful and inclusive workplace** where everyone feels valued and supported.
- Ensure that physical safety rules and processes are in place, reviewed and followed, - **a safe physical environment also supports mental well-being**.

Physical safety and mental health work together to build the safety and productive jobsites.

Get Access to
Mental Health
Resources Now





PRÁCTICAS DE SEGURIDAD EN EL SITIO Y SALUD MENTAL



Mike, un operador dedicado, había estado lidiando con ansiedad y depresión debido tanto a las presiones del trabajo como a problemas personales. Una mañana, su fatiga y falta de concentración lo llevaron a un incidente casi grave cuando no logró detener una grúa a tiempo, casi causa un accidente severo. Este incidente destaca el impacto crítico de la salud mental en la seguridad en el sitio de trabajo, tanto para nosotros como para nuestros equipos. Hoy nos centraremos en un aspecto de la seguridad que es tan importante como las prácticas de seguridad física: la salud mental. Nuestro bienestar mental es crucial para desempeñar nuestros trabajos de manera efectiva y segura.

Como saben, nuestra industria es exigente, con altos niveles de estrés, plazos ajustados y trabajo físicamente agotador. Estos factores pueden afectar nuestra salud mental, provocando estrés, ansiedad y agotamiento si no se manejan adecuadamente. Al priorizar la salud mental, podemos mejorar la seguridad general, la productividad y nuestro bienestar.

Prácticas en el Sitio para la Salud Mental y la Seguridad:

Fomentar la Comunicación Abierta:

- **Fomenta la conversación en tu equipo:** Crea una cultura donde los trabajadores se sientan cómodos hablando sobre su salud mental sin temor a ser juzgados o estigmatizados.
- **Practica la escucha activa:** Escucha atenta y activamente cuando alguien comparta sus inquietudes.

Planificar Descansos Regulares:

- **Asegúrate de que haya descansos regulares** durante las horas de trabajo para descansar y recargar energías. Los descansos cortos y frecuentes pueden prevenir el agotamiento y reducir el estrés.
- **Participa en actividades durante los descansos que promuevan la relajación**, como estiramientos, caminatas, escuchar música o ejercicios de respiración.

Manejo del Estrés:

- **Reconoce las causas comunes de estrés en el sitio de trabajo**, como los plazos ajustados, las cargas de trabajo pesadas y los peligros de seguridad. Identifica formas de reducir y responder al estrés causado por estos factores.
- **Practica técnicas de manejo del estrés** como la atención plena, la meditación, los pasatiempos y el ejercicio físico para sobrellevar el estrés.

Buscar y Usar Sistemas de Apoyo:

- Promueve un sistema de compañeros donde los trabajadores se apoyen y se monitoreen entre sí.
- Proporciona información sobre cómo acceder a recursos profesionales de salud mental, los cuales puedes encontrar usando el código QR de salud mental.

Fomentar el Equilibrio entre el Trabajo y la Vida Personal:

- Toma tiempo libre cuando necesites recargar energías o atender asuntos personales, y anima a tus compañeros a hacer lo mismo.

Construir un Entorno Seguro y de Apoyo:

- Fomenta un ambiente de trabajo respetuoso e inclusivo donde todos se sientan valorados y apoyados.
- Asegúrate de que las reglas y los procesos de seguridad física estén en su lugar, se revisen y se sigan; un entorno físico seguro también apoya el bienestar mental.

La seguridad física y la salud mental trabajan juntas para construir sitios de trabajo seguros y productivos.

Obtén acceso a recursos de salud mental ahora





SUICIDE AWARENESS & PREVENTION



One Monday morning at the construction site, the crew gathered for their safety briefing, and the site supervisor, Mark, shared sad news about their coworker, Dave, who had died by suicide over the weekend. Dave, always friendly and hardworking, had been silently struggling, and his sudden death shocked everyone. This tragic event highlighted the need for vigilance and compassion, reminding everyone that their team extends beyond work to being a community that can save lives.

With Dave's story in mind, let's discuss how we can recognize the signs of someone in distress and what steps we can take to prevent these types of tragedies.

UNDERSTANDING SUICIDE

Suicide is a leading cause of death globally and significantly impacts the construction industry. Construction workers face unique stressors such as job insecurity, physical strain, and long hours.

Risk Factors can include Work-related stress, personal issues like financial problems, and mental health conditions.

Warning Signs can look like: Talking about wanting to die, feelings of hopelessness, withdrawal, increased substance use, and extreme mood swings.

DAILY ACTIONS TO SUPPORT PREVENTION

Creating an Open Dialogue

Encourage honest conversations about mental health and ensure team members know it's okay to seek help.

Notice changes in behavior or mood.

Approach with empathy, use supportive language, listen without judgment, and offer help.

Reduce Stigma

Participate in mental health awareness and suicide prevention training that is available

Promote Self-Care

Encourage regular breaks, balanced workloads, and stress-reducing activities.

HOW TO TAKE ACTION

In the even that you or someone you know is considering suicide, be prepared to take action to help save their life. And remember, you can ask for support in these situations as well.

- Be familiar with mental health resources and crisis hotlines like the National Suicide Prevention Lifeline (988) and other resources you can access using the QR code for yourself and those who need help.
- Encourage them to seek professional help and offer assistance in finding resources.
- If someone is in immediate danger, call emergency services and stay with them. Remove any means of self-harm if safe to do so.

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Mental Health
Resources Now





CONCIENCIACIÓN Y PREVENCIÓN DEL SUICIDIO



Una mañana de lunes en el sitio de construcción, el equipo se reunió para su charla de seguridad, y el supervisor del sitio, Mark, compartió una triste noticia sobre su compañero de trabajo, Dave, quien se había quitado la vida durante el fin de semana. Dave, siempre amigable y trabajador, había estado luchando en silencio, y su repentina muerte sorprendió a todos. Este trágico evento resaltó la necesidad de estar atentos y ser compasivos, recordando a todos que su equipo es más que compañeros de trabajo, es una comunidad que puede salvar vidas.

Con la historia de Dave en mente, hablemos sobre cómo podemos reconocer las señales de alguien en apuros y qué pasos podemos tomar para prevenir este tipo de tragedias.

ENTENDIENDO EL SUICIDIO

El suicidio es una de las principales causas de muerte a nivel mundial y tiene un impacto significativo en la industria de la construcción. Los trabajadores de la construcción enfrentan factores de estrés únicos, como la inseguridad laboral, el desgaste físico y las largas jornadas laborales.

Factores de riesgo pueden incluir el estrés laboral, problemas personales como dificultades financieras y condiciones de salud mental.

Signos de advertencia pueden ser: Hablar sobre querer morir, sentimientos de desesperanza, aislamiento, mayor uso de sustancias y cambios extremos de humor.

ACCIONES DIARIAS PARA APOYAR LA PREVENCIÓN

Crear un diálogo abierto

Fomentar conversaciones honestas sobre la salud mental y asegurarse de que los miembros del equipo sepan que está bien pedir ayuda.

Nota los cambios en el comportamiento o el estado de ánimo.

Acércate con empatía, usa un lenguaje de apoyo, escucha sin juzgar y ofrece ayuda.

Reducir el estigma

Participa en entrenamientos sobre concienciación de la salud mental y prevención del suicidio que estén disponibles.

Promover el autocuidado

Fomenta descansos regulares, cargas de trabajo equilibradas y actividades para reducir el estrés.

CÓMO TOMAR ACCIÓN

En caso de que tú o alguien que conozcas esté considerando el suicidio, prepárate para actuar y ayudar a salvar su vida. Y recuerda, también puedes pedir apoyo en estas situaciones.

- Familiarízate con los recursos de salud mental y líneas de crisis, como la Línea Nacional de Prevención del Suicidio (988) y otros recursos a los que puedes acceder con el código QR para ti mismo y para quienes necesiten ayuda.
- Anima a la persona a buscar ayuda profesional y ofrece asistencia para encontrar recursos.
- Si alguien está en peligro inmediato, llama a los servicios de emergencia y quédate con ellos. Retira cualquier medio de autolesión si es seguro hacerlo.

Obtén Acceso A
Los Recursos De
Salud Mental Ahora





MENTAL HEALTH STATISTICS



The construction industry is known for its physically demanding and often high-stress environment. Long hours, tight deadlines, and the need to constantly be alert for safety hazards can take a toll on our mental well-being. Despite the tough exterior many of us maintain, it's essential to understand that mental health challenges are common and can affect anyone. By talking about mental health honestly and looking at facts and statistics, we can reduce the stigma of talking about mental health and encourage seeking support.

LET'S REVIEW SOME KEY STATISTICS

40% of U.S. adults reported struggling with mental health or substance use and that 11% of U.S. adults seriously considered suicide.

In the U.S., ***you are more likely to die from suicide than an automobile accident or by homicide.*** We lose 47,500 people per year to suicide, 38,800 to automobile accidents, and 19,141 to homicide. This means you are 2.5 times more likely to die by your own hand than the hands of others.

The construction industry has one of the highest rates of suicide at 53.3 per 100,000 U.S. workers. That rate is four times greater than the national average and five times greater than that of all other construction fatalities combined.

70% of US Adults say they experienced one or more traumatic experience in their lifetime. Men were 10% more like to share they had experienced trauma. Traumatic experience can have a wide variety of effects, including PTSD (Post Traumatic Stress Disorder).

- 59% of people diagnosed with PTSD develop issues with substance use and dependence.
- Nearly 1 in 3 adults had either a substance use disorder or any mental illness in the past year
- ***14.3% of construction workers were diagnosed with a substance use disorder*** in the past year, more than 1 ½ times the average of all full-time workers surveyed

By proactively supporting mental health, we can reduce the prevalence of these challenges in our industry and we can provide resources and support when needed more readily.

If you or someone you care about is experiencing mental health challenges or challenges with addiction or substance abuse, you are not alone and there are resources to support a wide range of challenges that come up

Make sure and scan the mental health QR code and keep in handy if you need it for yourself or to share in the future.

Get Access to
Mental Health
Resources Now





ESTADÍSTICAS SOBRE SALUD MENTAL



La industria de la construcción es conocida por su entorno físicamente exigente y, a menudo, de alto estrés. Las largas horas, los plazos ajustados y la necesidad de estar constantemente alerta ante peligros de seguridad pueden afectar nuestro bienestar mental. A pesar de la apariencia resistente que muchos de nosotros mantenemos, es esencial entender que los desafíos de salud mental son comunes y pueden afectar a cualquiera. Al hablar honestamente sobre la salud mental y revisar hechos y estadísticas, podemos reducir el estigma de hablar sobre este tema y fomentar la búsqueda de apoyo.

Revisemos algunas estadísticas clave:

El 40% de los adultos en Estados Unidos informaron tener dificultades con la salud mental o el uso de sustancias, y el 11% de los adultos en Estados Unidos consideraron seriamente el suicidio.

En USA, es más probable morir por suicidio que en un accidente automovilístico o por homicidio.

Perdemos 47,500 personas al año por suicidio, 38,800 por accidentes automovilísticos y 19,141 por homicidio. Esto significa que tienes 2.5 veces más probabilidades de morir por tu propia mano que por las manos de otros.

La industria de la construcción tiene una de las tasas más altas de suicidio, con 53.3 por cada 100,000 trabajadores en USA. Esa tasa es cuatro veces mayor que el promedio nacional y cinco veces mayor que la de todas las demás fatalidades en la construcción combinadas.

El 70% de los adultos en USA dicen haber experimentado una o más experiencias traumáticas en su vida.

Los hombres tenían un 10% más de probabilidades de compartir que habían vivido un trauma. Las experiencias traumáticas pueden tener una amplia variedad de efectos, incluido el TEPT (Trastorno de Estrés Postraumático).

- El 59% de las personas diagnosticadas con TEPT desarrollan problemas con el uso y la dependencia de sustancias.
- Casi 1 de cada 3 adultos tuvo un trastorno por uso de sustancias o alguna enfermedad mental en el último año.
- El 14.3% de los trabajadores de la construcción fueron diagnosticados con un trastorno por uso de sustancias en el último año, más de 1 ½ veces el promedio de todos los trabajadores a tiempo completo encuestados.

Al apoyar de manera proactiva la salud mental, podemos reducir la prevalencia de estos desafíos en nuestra industria y proporcionar recursos y apoyo cuando sea necesario.

Si tú o alguien que te importa está experimentando desafíos de salud mental o problemas con la adicción o el abuso de sustancias, no estás solo y hay recursos disponibles para apoyar una amplia variedad de desafíos que puedan surgir.

Asegúrate de escanear el código QR de salud mental y tenlo a mano por si lo necesitas para ti o para compartir en el futuro.

Obtén acceso a
recursos de salud
mental ahora



Audience: Full Team

Subject: Building Strong Minds: Mental Health Matters at [Company Name]

Body:

Hi Team,

At [Company Name], safety is a top priority. And that commitment doesn't stop at hard hats—it includes mental health, too.

May is **Mental Health Awareness Month**, and this year, we're doubling down on our efforts to support every member of our team—not just on the job, but off it as well.

Construction is a tough industry. Long hours, high pressure, and physical demands can take a toll not only on our bodies but on our minds. It's important to know:

- **You are not alone.**
- **It's okay to not be okay.**
- **Asking for help is a strength, not a weakness.**

Throughout May, we'll be sharing simple tools and resources to help you and your crew members start conversations, find support, and take action to protect your mental health.

Here's what you can expect this month:

- ◆ *Weekly Toolbox Talks* focused on mental health and well-being
- ◆ *Resource Cards* with crisis contacts and support information
- ◆ *Tips for Supervisors* on how to check in with their teams

Need help now?

 *Call or text 988* — the National Suicide & Crisis Lifeline is available 24/7

 *Check out these resources online-*

(Add in benefits or EAP resources here)

Let's build a culture where everyone feels safe, supported, and seen—because mental health is health.

Thank you for all the hard work you put in every day. We see you, we appreciate you, and we're committed to standing beside you—today and every day.

Stay safe and take care of each other,

[Your Name]

[Your Title]

[Company Name]

Audience: Supervisors

Week 1: Start with a Simple Check-in

Subject: Supervisor Tip: A Simple “How Are You?” Goes a Long Way

Body:

Hi Team Leads,

This month, we’re focusing on practical ways to support mental health on the job.

Here’s your tip for the week:

✓ *Start every huddle or check-in with a genuine “How’s everyone doing?”*

You don’t have to be a counselor. You don’t have to fix anything. Just making space for people to speak up—and showing you’re willing to listen—can open a door when someone’s struggling.

Quick Script:

"Before we jump into today’s work, just checking in. Everyone doing alright? Remember, if anything’s going on—work or personal—you can always pull me aside."

Why it matters:

- ✓ Early conversations prevent bigger problems later
- ✓ Builds trust and respect on your crew
- ✓ Shows that safety includes mental health

Let’s keep it simple, human, and consistent. One check-in can change everything.

– [Your Name]

Week 2: Know the Warning Signs

Subject: Supervisor Tip: What to Watch For

Body:

Hi Team Leads,

This week’s tip is about spotting warning signs that someone on your crew might be struggling.

Keep an eye out for:

- ◆ Big changes in mood (short temper, flatness, withdrawal)
- ◆ Showing up late or not showing up at all
- ◆ Talking about feeling hopeless, trapped, or like a burden

- ♦ Taking more risks than usual on the jobsite
- ♦ Alcohol or drug use showing up in concerning ways

If you notice something:

- ✓ Pull them aside privately
- ✓ Express what you've observed (no accusations)
- ✓ Remind them that resources are available and connect them with the resources

Also, don't forget that you can always tap in extra support if you need help or are worried about someone.

Quick Script:

"Hey, I noticed you've seemed a little off lately. I just want you to know I'm here if you need anything—and there's help if you ever want it."

Why it matters:

- ✓ Early intervention saves lives
- ✓ Protects the crew and keeps the site safe
- ✓ Reinforces a culture of care and accountability

Notice. Care. Act. It's that simple—and that powerful.

– [Your Name]

Week 3: Model It from the Top

Subject: Supervisor Tip: Be Real, Be Human

Body:

Hi Team Leads,

This week's tip is about leadership by example.

Want your crew to trust you when things get tough? It starts with you.

Here's one small way to model it:

- ✓ Mention a time you had a hard day or needed support.
- ✓ Normalize taking care of mental health just like physical health.

Quick Script:

"Man, last year when I was going through some stuff at home, talking to someone made a huge difference. No shame in that."

You don't need to overshare or get into private details. Just be human. Authenticity builds credibility—and it gives your crew permission to take care of themselves, too.

Why it matters:

- ✓ Makes mental health part of the safety culture
- ✓ Lowers stigma
- ✓ Strengthens loyalty and respect on your crews

Leaders who show vulnerability build stronger teams.

– [Your Name]

Week 4: Share Resources—Early and Often

Subject: Supervisor Tip: Tools You Can Hand Out

Body:

Hi Team Leads,

This week's tip: Don't just *talk* about support—*show* it.

Make sure your crew knows where to get help:

- 🗣️ Post mental health posters in common areas
- 🗣️ Share resources, including the mental health toolbox talks
- 🗣️ Remind crews that 988 is free, confidential, and 24/7

Quick Script:

"You'll see some new posters around the trailer. If you ever need someone to talk to, don't wait. Help's out there, and you deserve it."

Why it matters:

- ✓ Repetition saves lives
- ✓ People forget resources when they're stressed—make them easy to find
- ✓ Reinforces that asking for help is a normal, respected choice

We don't just build structures. We build safety nets for each other.

– [Your Name]

Toolbox Talk Reminder (Internal Use)

Subject: Reminder: Mental Health Toolbox Talk This Week

Body:

Hi Team,

Just a quick reminder to include this week's **Mental Health Toolbox Talk** in your safety huddles. This week's topic: **[Insert Talk Title]**.

You'll find a script, discussion questions, and takeaways in the attached PDF. It should take about 5–10 minutes to deliver. Let's keep the tone casual, open, and supportive—no need to be an expert.

If anyone shares something concerning, remind them they can always talk to HR or reach out to the free resources listed in the kit.

Let's keep building a culture where it's safe to speak up.

– [Your Name]
[Title]