



NORMALIZING TALKING ABOUT MENTAL HEALTH



We talk about PPE and fall hazards all the time. So why don't we talk about stress, burnout, and mental strain—when they're just as dangerous?

Construction is a demanding industry. We face long hours, physical strain, and real pressure to "tough it out." But just like any other injury, mental health issues need attention and support—not silence. When we stay quiet about what's going on in our heads, the pressure builds. And too often, that leads to burnout, mistakes, substance use, or worse. Talking about mental health isn't soft—it's smart, and it's safe.

LET'S BUST A FEW MYTHS

When it comes to mental health, a lot of myths exists- but let's get past them to the facts.

"Talking about it makes me look weak."

- No—it shows leadership. Strength isn't about hiding pain; it's about doing something about it.

"I don't have mental health"

- We all have mental health, even if we don't have mental health challenges or illnesses we always have mental health.

"No one else here feels like this."

- Actually, they do. Most people are carrying something. You'd be surprised who opens up once someone else goes first.

"There's no time for this at work."

- One five-minute conversation could save someone's life—and it might even be your own.

HOW CAN WE TALK ABOUT MENTAL HEALTH

You don't need to be a therapist or have all the answers. You just need to be real. Here's how to start—and keep—the conversation going:

Be casual, not clinical.

- Think: "I've been feeling kind of off lately—have you ever had that?" Not: "Let's have a formal discussion about emotional wellness."

Ask, then listen.

- "How's it going, really?" Then actually pause. Let them talk.

Share your own experience.

- When you're honest, others feel safe to open up. "I've had times when I felt totally burned out—it's rough."

Don't try to fix it.

- You're not there to offer solutions. A simple "That sounds hard. I'm glad you told me" goes a long way.

Know where to point them.

- If they're struggling, let them know support is out there—like the EAP, 988, or other resources.

Mental health is part of health. We don't ignore a cracked scaffold or a missing hardhat—so let's stop ignoring stress, anxiety, or depression. When we talk about it, we take the power away from stigma and give it back to safety, connection, and respect.

Let's make it normal to talk about mental health—because silence doesn't keep us safe. Solid crews look out for each other, no matter what.

Quick Reminders:

- **It's okay to not be okay.**
- **You're not alone.**
- **Help is always available. Use the resources linked using the QR code.**

Get Access to
Mental Health
Resources Now





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