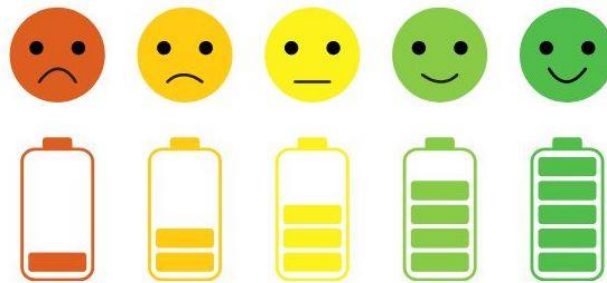




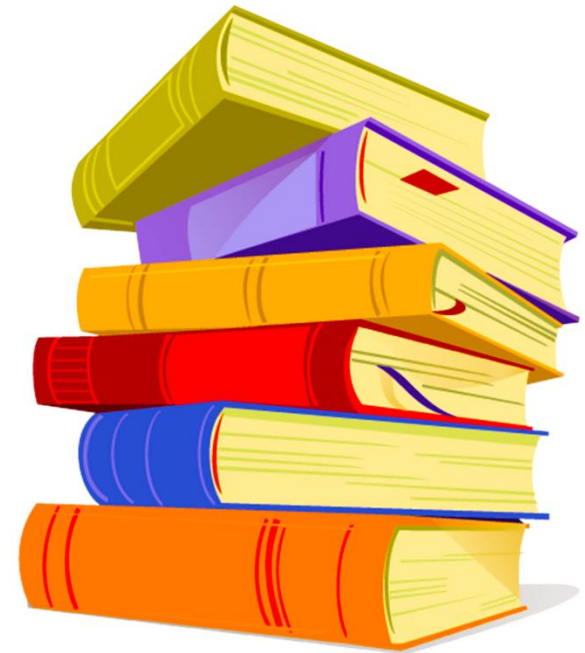
SIX MHA

Mental Health - Tackling the difficult conversations



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Introduction

This manual aims to provide guidance on how to approach and manage difficult conversations regarding mental health with colleagues. Open and compassionate communication is essential to support mental well-being in the workplace.



Understanding Mental Health

- **Definition:** Mental health includes emotional, psychological, and social well-being.
- **Common Issues:** Anxiety, depression, stress, and burnout are frequent challenges.
- **Stigma:** Acknowledge that stigma around mental health still exists, making these conversations critical yet sensitive.



Preparation

- **Educate Yourself:** Understand basic concepts of mental health issues.
- **Reflect on Intentions:** Clarify why you want to have this conversation and what you hope to achieve.
- **Timing:** Choose an appropriate time when both parties are not under too much pressure.
- **Consider Confidentiality:** Ensure the conversation will be private and respectful.



Creating A Safe Environment

- Private Space: Select a quiet and private location.
- Non-Threatening Setting: Ensure the setting is comfortable and non-formal.
- Body Language: Use open and non-threatening body language.



Initiating the Conversation

- **Express Concern:** Start with genuine concern and care.
- **Example:** "I've noticed you seem a bit down lately, and I'm worried about you."
- **Be Specific:** Mention specific observations without judgment.
- **Example:** "I've noticed you've been quieter in meetings."



Effective Communication

- Use 'I' Statements: Focus on your perspective to avoid sounding accusatory.
- Example: "I feel concerned when I see you looking stressed."
- Listen Actively: Give them time to speak without interrupting.
- Validate Feelings: Acknowledge their feelings and experiences.
- Example: "That sounds really tough. I'm sorry you're going through this."
- Avoid Offering Unsolicited Advice: Be supportive rather than trying to fix their problems.

Offer Support

- Ask How You Can Help:
- Example: "Is there anything I can do to support you right now?"
- Provide Resources: Share information about available mental health resources – The SIX MHA App/helpline.
- Example: "Our company offers an Employee Assistance Program that could be helpful."
- Encourage Professional Help: Gently suggest seeking professional assistance if appropriate.



Handling Reactions

- **Stay Calm:** Remain composed if the conversation becomes emotional.
- **Respect Boundaries:** If they don't want to talk, respect their choice and offer to be available in the future.
- **Be Patient:** Understand that change takes time and follow their pace.

ASKING FOR
HELP
IS OK

Follow up

- Check-In Later: Follow up to show continued support.
- Example: "I've been thinking about you. How are you feeling today?"
- Reiterate Support: Remind them that you are there for them.



Self-Care – The Initiator

- **Reflect on the Conversation:** Consider how the conversation went and what you could do differently next time.
- **Seek Support:** If needed, talk to a trusted person about your feelings.
- **Set Boundaries:** Ensure you are also taking care of your own mental health.



Resources & References

- Employee Assistance Programs (EAP)
- The SIX MHA support service and support line.
- National Mental Health Organizations
- Local Mental Health Services

Saint-Gobain Employee App Code - PAM-144-465



www.sixmha.org

Saint-Gobain App Codes, Full List

Ecophon	ECO-388-998	07480726082
Pam Saint-Gobain	PAM-144-465	07480726028
Playtech	PLA-748-327	07723866627
Pam Building	PMB-545-209	07480726082
SG Okarno	SGA-633-545	07480726082
SG Contracts Division	SGC-291-70	07480046267
SG Formula	SGF-430-009	07480726082
SG Gyproc	SGG-941-361	07480726082
SG High Performance Solutions	SGH-691-236	07480726082
SG Interior Solutions	SGI-723-686	07480726082
SG Offsite Solutions	SGO-706-955	07480726082
SG Professional Services	SGP-218-352	07480726082
SG Poles	SGP-315-19	07480726082
Artex	SGS--52-3-5-99	07480726082
SG Construction Specialists	SGS-523-599	07480726082
SG International Timber	SGT-298-757	07480046267
SG Glass	SGU-K29-211-4	07480726082
SG Webber	SGW-621-524	07480726082