

Toolbox Talk:

Suicide Prevention

Overview

- The construction industry has the second highest suicide rate among major industries. The CDC reports that 53 out of every 100,000 construction workers die by suicide.
- In a world where toughness is prized, getting support – especially for thoughts of suicide or other mental health-related challenges – can be viewed as a weakness.
- Suicide prevention is not a one-time conversation. Talking about this regularly helps normalize it and helps employees identify healthy coping strategies.
- This Toolbox Talk includes:
 - Why it's important to talk about suicide prevention.
 - Questions to facilitate a discussion around suicide prevention.
 - Information on the Youturn Health program and how to access it.



Discussion Points

Why We're Talking About Suicide

- Ignoring depression or thoughts of suicide isn't an option. It won't get better on its own. In fact, it may get worse and cause additional risks to your physical health and safety.
- Talking about mental health and suicide prevention helps break down the stigma that keeps people from getting help.

What You Need to Know About Suicide Prevention

- There are several risk factors that put someone at a higher risk of suicide:
 - Male
 - Advancing in age (ages 45-54 are at the highest risk)
 - White
 - Isolation (e.g., living alone, minimal close connections or social support)
 - Access to lethal means
 - Knowing someone who has completed a suicide



- It may be difficult to recognize warning signs that someone is struggling with thoughts of suicide. Some indicators to watch out for include:
 - Talking about suicide and/or a feeling of hopelessness or lack of meaning in work and life
 - Engaging in self-harm
 - Socially isolating themselves
 - Withdrawing from activities they used to enjoy
 - Giving away possessions
- Anyone can support someone struggling with thoughts of suicide. You don't have to be a mental health professional.
- Suicide is preventable. Talking about it, therapy, medications, and safety plans all help reduce the likelihood someone will follow through with plans of suicide.
- There is no evidence that talking to someone struggling with thoughts of suicide increases the chance they will follow through with it. In fact, it may increase the chance they'll get help.
- People struggling with thoughts of suicide are suffering and need support.
- Talking to someone about suicide is as simple as this: Ask them if they're having thoughts of suicide and listen to them non-judgmentally. Then, connect them to resources as needed. Above all, demonstrate genuine care for their well-being.
 - If the risk of suicide is high, remove anything they could use to take their own life (e.g., weapons, pills) and call 911 or take them to the emergency room.
 - Talk to them alone in a private location.
 - It's okay to not have all of the answers.
 - Don't promise to keep their struggles with suicide a secret.
 - Encourage them to get support:
 - Call/text 988
 - Contact HR, a mental health professional, Youturn Health
 - Use EAP services
 - If you say you'll check back in with them to see how they're doing, be sure to do it.



Important Questions – Let's Talk About Suicide Prevention

Note to Trainer: These are meant to facilitate a discussion with the goal of letting people know it's okay to talk about feeling stressed and burnout.

- Why do you think issues like suicide, depression, and mental health are difficult to talk about?
- What are some signs that someone may be struggling with suicidal thoughts?
- What are some things you can do if you think someone is having thoughts of suicide?

Youturn Health – Help for Substance Use

- Our company has partnered with the AGC and Youturn Health to offer support for mental health-related challenges like depression or thoughts of suicide.
- Youturn Health isn't a crisis support line. If you or a loved one's risk for suicide is high, please call the 988 Suicide & Crisis Lifeline or dial 911 for immediate help.
- Both you and your family members can use Youturn Health for free.
- Youturn Health is a confidential program. They do not report back to us on who uses their services.
- To learn more from Youturn Health about depression and suicide prevention:
 - Register: now.youturnhealth.com/register
 - Use your company registration code.
 - Click on *Video Library* in the top menu and select *Education* from the list. Scroll down to the *Mental Health – Depression or Trauma* courses.



Additional Resources for Suicide Prevention

Note to Trainer: Be sure to also include any additional resources/tools/education your company offers during this Toolbox Talk.

Resource Examples:

- 988 Suicide & Crisis Hotline: Call or text 988 or [chat online](#) for 24/7, confidential support ([also available in Spanish.](#))
- EAPs – How can an employee access them and are they confidential?
- Health insurance – Is there coverage for behavioral health services?