

PEOPLE MATTER,TM WORDS MATTER

ARE YOU EQUIPPED WITH THE RIGHT **ACTIONS AND WORDS** TO **SUPPORT YOUR COLLEAGUES** AFTER THEY EXPERIENCE AN **ADVERSE EVENT OR DISTRESSING SITUATION?**

Health care workers encounter adverse events and stressful situations that may require time and space to process. As health care workers, we all have a role to play in supporting our colleagues who may be struggling with an adverse or stressful situation.

ACTIONS TO SUPPORT COLLEAGUES

- ▶ Take the time to **check in** with your colleagues on a regular basis, especially if you know they've had a tough day or week.
- ▶ If your colleague seems to be struggling, offer to help them **connect** to a trained peer supporter or professional resources.
- ▶ Encourage your colleague to **take care of themselves** in whatever way works best for them.
- ▶ Remind your colleague that they **aren't alone**.
- ▶ Be direct in **asking about** your colleague's safety if you are concerned about self-harm or suicide.
- ▶ **Continue** to show genuine care and support by checking in after your initial conversation.

WORDS TO SUPPORT COLLEAGUES

- I know it's been a tough time for you lately. So how are you, really? I'm here to listen and support you.
- We have resources and trained professionals available to help. Can I help connect you?
- Are you taking the time you need to engage in self-care? Self-care isn't selfish; it is necessary.
- Our team is here to support you and make sure you get help to heal. You don't have to face this alone.
- This isn't an easy question, but I want to make sure you are safe. Are you having any thoughts of self-harm or suicide?
- I've been thinking about you and wanted to see how you're doing since we last talked. How are you?

Looking for resources to help yourself or others? Check with Human Resources to see what your organization provides. Also check out: <https://www.aha.org/stress-meter>; and/or <https://hsq.dukehealth.org/tools>

If you are in crisis please call 988 or go to the nearest emergency department.

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