

Workplace Supervisor

September 2023

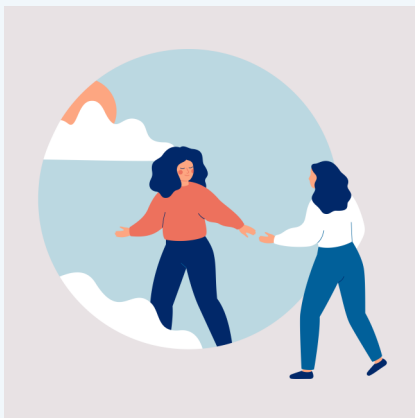
Suicide prevention is everyone's business

PRO TIP: Watch [this video](#) about Concern's **Observe-Chat-Connect** program and encourage your employees to do the same. You and they will:

- Become more aware of the effects of stress and worry on your co-workers
- Know how to support them when they aren't quite themselves
- Understand that you can make a difference

Concern created the OCC program to strengthen connections and improve employee well-being at work.

[Get the tip sheet here](#)



Tips for Managers

Suicide Prevention Awareness Month

More than 47,000 people die by suicide each year in the United States. That equates to about 130 deaths each day. Most people who die by suicide are of working age. Often, family, friends, and co-workers are the first to encounter signs when someone is at risk. As a manager, you are well positioned to notice if an employee is struggling, and you may be the first to help them get the care they need.

Be prepared

- **Know who to contact in your workplace if an employee is in distress or suicidal**
- **Concern (800-344-4222) and your HR department are appropriate first points of contact**
- **988 Suicide and Crisis Lifeline can also provide guidance and referrals to mental health professionals**
- **If you believe self-harm or suicide is imminent, call 911 immediately**

Why it's important to talk about it

Stigma about mental illness can keep people from sharing their feelings and seeking help, especially in their workplace.

- Reassure employees that mental health problems are **real** and **treatable**.
- Talk about mental illness as you would talk about physical illnesses.
- Maybe even share some of your own experiences.
- Play an active role in suicide prevention by fostering a work environment that promotes a sense of belonging and respect.
- Feeling connected to a community promotes emotional wellbeing and can decrease risk for suicide.

Learn More: [National Alliance on Mental Illness, Suicide Prevention Awareness Month](#); [Harvard Business Review, What Employers Need to Know About Suicide](#)

Is it Time to Talk About Burnout?

Burnout is not just inconvenient. 3

out of 4 employees experience workplace burnout at least some of the time. That's a lot!



Poor well-being affects your organization's bottom line through lower productivity, high turnover, absenteeism, and high medical costs.

PRO TIP: During routine check-in conversations with your employees, consider adding burnout as a topic.

When someone acknowledges burnout to you, keep having those conversations. When you meet, aim for one of the following outcomes: 1) alleviate their stress, 2) be sure they have the tools they need to succeed, or 3) remove roadblocks.

Source: Gallup Workplace. [Go here](#) to read the entire article.

Learn More

Prerecorded Webinar: [Putting out the Fire: Preventing and Managing Burnout](#)

Article: [Turn Down the Heat. Finding Balance in an Age of Burnout](#)

Newsletter: [Beating Burnout at Work](#)

Mindful Leadership

Did you know that you have access to a wealth of mindful leadership solutions through Concern's partnership with eM Life?

Practicing mindfulness helps leaders manage their stress. Employees follow leadership's example. When an entire team is less stressed, they have higher morale and tend to be more productive.

This month, you might want to check out **Leading Through Burnout**, a 7-episode eM Life series that will help you forge a deeper connection with yourself and others. Episodes average 5 minutes.

If you haven't already registered for eM Life, it's easy! Why not give it a try? Go to:

<https://app.concernhealth.com/sso/emindful>

Log in with your company code and register to create your personal dashboard to access eM Life. Then enter a search for Mindful Leadership.



Concern teams with Human Resources to provide another resource for managers and supervisors to consult about how to manage issues with individuals, within and between work groups, and across departments. When you call Concern, request a Management Consultant or ask to speak to a Clinical Manager.

Call: 800.344.4222
employees.concernhealth.com