

Leadership Tips

Spotting the signs: How to support team members in crisis



September is National Suicide Prevention Month, a time to raise awareness and remind people that help is available. As someone who interacts closely with your team, you may be in a position to notice when someone is struggling.

Warning signs to watch for

Your team members may not always say they're in crisis, but these signs could indicate they need support:

- Withdrawal from work or social interactions
- Noticeable changes in behavior, mood or appearance
- Expressions of hopelessness or feeling like a burden
- Talking about death or suicide, even indirectly
- Decline in performance or engagement
- Increased substance use or risky behavior

What you can do

You don't need to be a mental health expert to make a difference. Here's how you can help:

- Check in privately and compassionately. A simple "I've noticed you seem down lately — how are you doing?" can open the door.
- Encourage professional support. Remind them that immediate, confidential care is available through First Stop Health.
- Know your limits. If someone is in immediate danger, contact emergency services. You can also call or text to 988 at any time for help if a team members is struggling.

By staying alert, showing compassion, and connecting team members to First Stop Health, you have the power to make a life-changing difference.