



How have you been feeling?

Supporting suicide prevention in the workplace for core leaders

In honor of Suicide Prevention Awareness Month, we're emphasizing the importance of talking about mental health in the workplace and checking in on our colleagues who may be struggling.

During the month of September, we will share resources on how to seek care for yourself and your team and highlight the importance of promoting an environment free of stigma. Our Caregiver Assistance Program partners have developed many useful resources to help your team connect, learn, and embrace mental health as a part of everyday life.

- Start by downloading this [Suicide Awareness Prevention MS Teams background](#) to use during your meetings throughout the month of September.
- Take the [Suicide Prevention Training Course](#) through your Virgin Pulse account and encourage your team to do so as well.
- Get familiar with our [Mental Wellness Resources](#) that will help support you and your caregivers.
- Visit the [Spiritual Health](#) page to learn about Spiritual Health support from our professional chaplains.

choose
well

Understanding suicide

According to the CDC, someone dies by suicide every 11 minutes. A combination of circumstances — including a mental health condition, a serious physical illness or other lifestyle events such as prolonged bereavement, social isolation or legal or financial difficulties — could lead someone to have thoughts of suicide. Because people often avoid discussing the topic of suicide, experiencing thoughts of self-harm or death can feel isolating.

While suicide unfortunately occurs more often than some may think, it's important for those in distress to know they are not alone so that conversations around this topic can be normalized.

How common is suicide?

In 2020, an estimated 45,979 people died by suicide in the United States. This statistic is even more alarming when combined with the even higher numbers of people who attempted suicide, seriously planned an attempt or had serious thoughts of suicide.

**12.2
million**

U.S. adults had serious thoughts of suicide

**3.2
million**

Planned an attempt at suicide

**1.2
million**

Survived a suicide attempt

Did you know some personal protective factors that may reduce risk for suicide are also common spiritual health topics? These include making meaning out of life events, finding hope, and building healthy connections. Our professional chaplains are available to support you with your spiritual health needs. Visit the [Spiritual Health page](#) for more information or to book an appointment for TeleSpiritual Health.

Suicide prevention training for caregivers

We have all heard of CPR for those in cardiac distress, but what about Emotional CPR for mental distress? Emotionally Connect, Partner and Respond (ECPR) is an effective approach any of us can use to help support and respond to peers, colleagues, family members or community members experiencing mental health concerns. Suicide prevention training empowers us to make a difference in our communities, including where we work.

Participants will:

- Discover warning signs
- Learn how to support and respond to peers, colleagues, family members or community members experiencing mental health concerns
- Become comfortable having these important conversations

[Click here to take the training](#) or login to your Virgin Pulse account and go the Suicide Prevention Training located in the *Benefits* section.

You will earn 4,000 points in your Virgin Pulse account and receive a badge buddy to use as a quick guide to help support someone in need.

Core leaders and coworkers can play a crucial role in suicide prevention.

Every person shows their feelings differently, and there is no universal warning sign for suicide risk. However, there are some common behaviors that may indicate a person is thinking of suicide or experiencing a significant mental health concern.

While it can feel awkward or uncomfortable to approach a colleague who may be struggling, checking in with others can provide opportunities for that person to seek the care they need.

Signs that indicate someone may be thinking of suicide or experiencing a significant mental health concerns:

- Persistent sadness or irritability
- Increasingly aggressive or hostile behavior
- Neglecting basic hygiene or one's appearance
- Withdrawal from people or activities
- Increased use of drugs or alcohol
- Giving away cherished or valuable possessions
- Excessive shame or humiliation
- Statements about feeling trapped or hopeless
- Expressing thoughts of wanting to die

Six steps to reaching out to a coworker

If you notice warning signs that may indicate a coworker is experiencing emotional distress, consult with Human Resources to learn more about relevant workplace policies and protocol. Consider checking in with the colleague and connecting them to professional support.

If there's no imminent risk and you're not sure where to start, these steps can help guide the conversation

1. **Be direct:** "I notice that you haven't seemed like yourself lately."
2. **Describe what you see:** "I notice you haven't been responding to emails and you seem distracted in meetings."
3. **Ask open-ended questions:** "How have you been lately?" "Tell me more."
Do more listening rather than talking.
4. **Validate and reassure them that help is available:** "I can understand why this feels so difficult. I care about you and want to make sure you get the support you need."
5. **Encourage the coworker to seek support:** "Have you thought about getting professional support?"
6. **Avoid common pitfalls:** Try not to be judgmental, don't try to diagnose, and avoid giving advice or becoming their sole source of support. The goal of the conversation is to help connect your colleague to the appropriate resource.

If you believe a caregiver is at high risks of harming themselves or others,
Call 9-1-1 or go to your nearest emergency department.

Concerned about your caregiver?

Lyra offers specialized support for core leaders who have concerns about a caregiver's mental health. These manager consultations are available via Lyra's 24/7 care team. To initiate a consultation, call the care team at 844-311-6223 and let the customer support specialist know you're requesting a manager consultation. For urgent requests, a clinician will contact you within one hour.

Get Access to Care

As a core leader and colleague, you can play a powerful role in suicide prevention. With this goal in mind, it's important that any mention or indicator of suicide or self-harm be taken seriously in the workplace. By talking to your coworkers and your team when they show signs of distress, you can help connect them with the resources and care they may need to support their mental well-being.

Learn about the resources that you have available to help care for your team on the next page.

If you believe a caregiver is at imminent risk of harming themselves or others, DO NOT call Lyra; **call 911**. Lyra will not proactively contact a caregiver of concern; however, they can guide core leaders interested in connecting their teams with the professional care they need.

Handouts

Use the following handouts to share with your colleagues or post to help build a supportive culture of well-being. Print the handouts for your reference or go to mychoosewell.org and explore all of your well-being resources.

Care for your team

Use these resources to connect with your teams and help build a supportive culture of well-being. Click on the links below or go to mychoosewell.org and click on Core Leader Hub.

- [Mental wellness resources](#)
- [Spiritual health resources](#)
- [Choose Well champions](#)
- [Marketplace](#)



Scan the QR code or go to mychoosewell.org

Suicide is preventable

If you or someone you know is having thoughts of self-harm or suicide, it's important to reach out to one of the resources below right away.

It can be intimidating to reach out when you're feeling overwhelmed, but the teams at the crisis lines are trained for all types of conversations. They're familiar with having difficult conversations and are trained to help you feel comfortable. All you have to do is reach out and they can help guide you from there.

988 Suicide & Crisis Lifeline

If you or a loved one is struggling and need support, text or call 988, or chat on their website, 988lifeline.org. You'll talk with a compassionate crisis counselor who is usually in your local area.

Crisis Text Line

Free, 24/7 support through text message. Text HOME to 741741 to connect with a trained crisis counselor.

Crisis Support

Support from a master-level licensed clinician, available by calling the Lyra care team and requesting in-the-moment support.

Call 844-311-6223. Available 24/7.



Scan the QR code or go to mychoosewell.org

TeleSpiritual Health

Whole person care

We are here for the health of your body, mind, and spirit. We trust that your unique spirituality is what makes you who you are, and we are committed to supporting caregiver spiritual health.

Chaplains are here to support the emotional and spiritual well-being of our caregivers and their loved ones. Wherever you find yourself on your spiritual journey, we are here for you.

Who we are

Our professionally trained chaplains are here to provide confidential and respectful care for you. Our focus is on supporting and encouraging a deeper spiritual understanding as well as promoting spiritual health and wellness.

Our chaplains provide an approach to spiritual health that allows us to serve the unique needs of each person while respecting the individual's spiritual path. We seek to honor the religious and faith traditions of all, including those who do not identify with any religion or spiritual practice.

What can you expect?

We seek to listen to and honor your unique needs. Our chaplains will complete spiritual assessments, provide interventions, and refer to other disciplines of care as needed.

Your chaplain will address concerns regarding:

- Loss of meaning and/or joy in life
- Spiritual or religious issues
- Concerns related to death and grief
- Emotional and spiritual well-being
- Mindfulness and prayer resources
- Reconnecting/connecting to a community of support
- Affirming the goodness within

Would you benefit from spiritual health services?

1. Are you lacking relationships or community that encourage you?
2. Do you feel that your life is out of balance?
3. Do you feel that you lack peace?
4. Have you experienced a trauma and/or death that is affecting you?
5. Are you having any religious and/or spiritual concerns?
6. Are you having trouble making meaning out of your life or life events?

If you have answered **YES** to one or more of the questions above, you might benefit from TeleSpiritual Health.



Scan the QR code or go to mychoosewell.org

TeleSpiritual Health appointments are available to caregivers Tuesday through Thursday from 7am to 7pm PT