



Workplace Mental Health in Construction Highlights

Core Principle:

**EARLY IDENTIFICATION + EARLY INTERVENTION =
DECREASES SEVERITY AND PREVENTS CRISIS**

Why Focus on the Construction Industry?

- *The construction industry has the highest rate of suicide and death from drug overdose across all other occupations (CDC, 2018).*
- *5x as many workers die by suicide (over 5K) annually than from OSHA's fatal four (1K). (CDC, Whisner, 2023)*
- *83% of construction industry workers have experienced some form of moderate to severe mental health issue. (CIRP, 2020)*

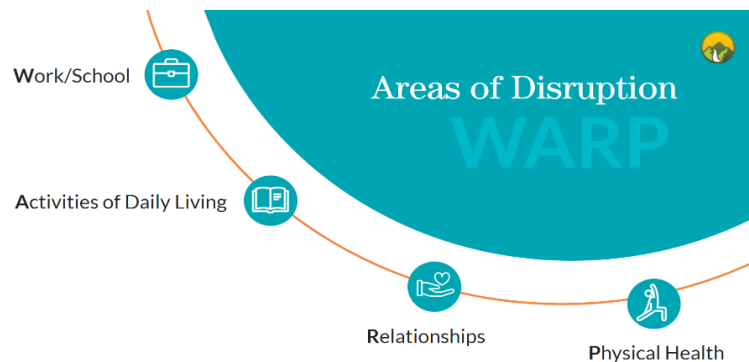
Top (4) Reasons Construction Pros w/ Mental Health Conditions Do Not Seek Help:

- Shame and stigma
- Fear of judgment by peers
- Fear of negative consequences
- Don't know how to access care

*Concern For Mental Health is High, But Willingness to Discuss Mental
Health is low (APA, 2021)*

01 RECOGNIZE

- **Mental Health America confidential self-screening tool.** Find out if you may need to see a professional for issues related to anxiety, depression or other mental health challenge. Also, share this tool with others who may be struggling: screening.mhanational.org
- **Signs & Symptoms Buckets:** Behavior - Emotion - Appearance - Thinking
Mental health challenges show up in many ways (i.e., not just with our emotions).
- **FIVE Human Activities:** Eat-Sleep-Think-Feel-Socialize. The key is to notice changes (disruptions) in these activities of daily living that can help us notice a problem early on.
- **WARP™** is a lens to see the degree to which the mental health problem is disruptive to a person's life.



03 ENGAGE

Action Plan

- 1. **Ask**
- 2. **Listen**
- 3. **Connect**
- 4. **Follow-up**



ASK

- Reduce stigma by normalizing their struggle. Create a safe space by acknowledging that we all experience mental health challenges at some point.
- Express some level of vulnerability. Share some coping strategies you have used.
- Use Neutral Observations: *I've noticed you don't eat lunch with the team anymore, are you doing okay?*
- MAGIC Question: *What has helped before?*

LISTEN

- Effective listening is crucial.
- "You have to meet them where they are before you can lead them where they need to be."
- Effective listening builds trust.

CONNECT (Professional Help vs. Self-help)

- **Professional Help**
 - Crisis: 9-8-8 twenty-four hour crisis line
 - Ongoing help: [psychologytoday.com](https://www.psychologytoday.com) database
- **Self-Help: Coping Strategies**
 - Identify Support System: Do you have someone you trust that you can call for support? (e.g., clergy, counselor, friend, family member, etc.)

FOLLOW-UP (for the one receiving help & the helper!)

- After a supportive conversation with someone struggling, circle back with the person to see if they were able to connect with the resources provided. Offer encouragement to persevere!
- Practice good self-care. If you have had an experience supporting someone struggling with a mental health challenge, practice self-care and access support for yourself to debrief when needed.

03 CONNECT

Self-help Coping Strategies

Action Plan: **CONNECT** Self-help



Professional Help

To find mental health provider in your area: [psychologytoday.com](https://www.psychologytoday.com)
Search by location, race, gender, language of therapist or by insurance, etc.

Online Therapy Options

[Talkspace.com](https://www.talkspace.com): Talkspace matches you to a licensed therapist who is available 24/7 via text, video and audio messaging.

[Betterhelp.com](https://www.betterhelp.com): Betterhelp offers professional counseling services via text, video and phone. Individual, couple and teen counseling services are available.



Call or Text 9-8-8 for crisis or non-crisis referrals. 24 hours a day, get a referral to a counselor, psychiatrist, support group, AA, Rehab, etc. in your area.

Questions? We'd love to hear from you.

Contact: mike@mentalhealthatl.com
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[training offerings link](#)



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Training



Email

Certified Corporate Wellness Specialist
Certified Mental Health First Aid/QPR Instructor
Over 25 years of experience in mental health/crisis intervention