

# Mental Health, Suicide Prevention, Substance Misuse & Your Safety Culture



## The Power of “Thank You”



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ASSOCIATION

# Present Situation

## In 2021:

48,183 people  
died by suicide in  
the United States.

That is 1 death  
every 11 minutes.

- 12.3 million adults seriously thought about suicide
- 3.5 million adults made a plan
- 1.7 million adults attempted suicide



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# Our Industry

**65.6 suicides per 100,000 male workers**

**25.3 suicides per 100,000 female workers**

**4 x 5 times higher than all construction deaths combined**

***National Construction Fatality Rate (BLS)***

***10.2 per 100,000 is the***

*National Vital Statistics System, United States, 2021*



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# HOLD ON PAIN ENDS

SUICIDE ISN'T THE ANSWER

CALL OR TEXT  
24 HOURS A DAY:

988



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and are not affiliated with AGCMO.

Scan for  
mental health  
resources

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- ✓ Male dominated industry with macho culture
- ✓ Family separation and isolation with travel
- ✓ Sleep disruption/deprivation due to shift work
- ✓ Tolerant culture of alcohol and substance use
- ✓ Seasonal layoffs and end-of-project furloughs
- ✓ Performance pressure (schedule, budget, and quality)
- ✓ Chronic pain \*Construction Industry with highest use of prescription opioid
- ✓ Access to lethal means



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# Current Perceptions of Mental Health Support

*What is the underlying message to your employees?*

- How mental health is referred to in your culture?
- When are you discussing mental health?
- Who talks about mental health?
- How often is mental health mentioned?



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shame

guilt

rejection

suicide

addiction

depression

loneliness

# **BREAK THE STIGMA**

anxiety

fear

substance

misuse

bullying

opioids

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HEALTHIER WORKFORCE  
CENTER OF THE MIDWEST



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# Mental Health Challenges, Recognize Key Signs

Observe behaviors, appearance, feelings, and thoughts

## Behaviors:

Coming in late, leaving early, arguing, disengaging, canceling, withdrawing

## Feelings:

Worrying excessively, sad, irritated, no longer interested in hobbies, hopelessness

## Appearance:

Disheveled clothing, unkept, looking tired

## Thoughts:

Concentration or focusing issues, being very indecisive, self-blame or criticism

## Statements:

It will be over soon, You won't have to worry about me much longer, I'm fine it will all be better after \_\_\_\_\_



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# Creating Hope Through Action

1. Offer Training in Mental Health



2. Promotion of Employee Assistance Program and insurance offerings



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# Creating Hope Through Action

3. Promote Mental Health with a Stand-Down or guest speaker



4. Provide de-escalation or intervention resources for workers to respond to someone in crisis



LEARN® SAVES LIVES Suicide Prevention Tips

- L** Look for signs
- E** Empathize & listen
- A** Ask directly about suicide
- R** Remove the dangers
- N** Next steps



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# Creating Hope Through Action

## 5. Provide Mental Health Assessment Resources



## 6. Talk about the importance of Mental Health routinely



**LET'S TALK**  
**MENTAL HEALTH**

### Mental Health vs Mental Illness

**1 in 5** U.S. adults experience mental illness

**1 in 25** U.S. adults experience serious mental illness

**17%** of youth (6-17 years) experience a mental health disorder

**Mental Health:**

- Emotional, psychological, and social wellbeing
- Affects how we think, feel, and act
- Helps determine how we handle stress, relate to others, and make healthy choices
- Changes over time and is impacted by many factors:
  - » genetics
  - » life events
  - » environmental stressors
  - » poor physical health
  - » change in routine

**Mental Illnesses:**

- Conditions that affect a person's thinking, feeling, mood or behavior, such as depression, anxiety or bipolar disorder.
- May be occasional or long-lasting (chronic) and affect someone's ability to relate to others and function each day
- Among the most common health conditions in the United States - more than 50% of Americans will be diagnosed with a mental illness or disorder at some point in their lifetime

Take action to create living conditions and environments that support mental health and a healthy lifestyle. Our industry and region are coming together to promote good mental health in construction. Below are things you can do to support the mental health of you and your coworkers.

**Recognize It**  
Look out for common signs someone is struggling

**Talk About It**  
Connect with someone you trust to share your concerns


**Support Others**  
Let them know you there to listen and find help if needed

**Get Help**  
Reach out to your doctor for support and guidance

*"I spent most of my life feeling on edge and irritated. I'd blow up at my co-workers and family over trivial things. It wasn't until my wife made me go to marriage counseling that I realized I had anxiety. And I realized that it got a whole lot worse when project deadlines approached. I feel a lot of people in construction have mental health issues, and working in construction compounds it. Even if you realize you have these problems, there's no way to treat or deal with them, so it becomes worse and worse. If you're working 60 hours a week, you're setting yourself up to fail. Toxic masculinity is an easy thing to pin it on, but the issues are more complex."*  
- Anonymous

800-273-TALK  
[suicidepreventionlifeline.org](http://suicidepreventionlifeline.org)

Washington University in St. Louis  
CENTER of the MIND



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# National Task Force: Mental Health, Suicide Awareness & Prevention & Substance Misuse

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## Join Us Quarterly!

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# Creating Hope Through Action

7. Have a written program on mental health & resources



8. Posting mental health flyers and posters on the job



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# NATIONAL RESOURCES

- **The Center for Construction Research and Training (CPWR)**  
<https://www.cpwr.com/>
- **Construction Industry Alliance for Suicide Prevention (CIASP)**  
<https://preventconstructionsuicide.com/>
- **American Foundation for Suicide Prevention** <https://afsp.org/>

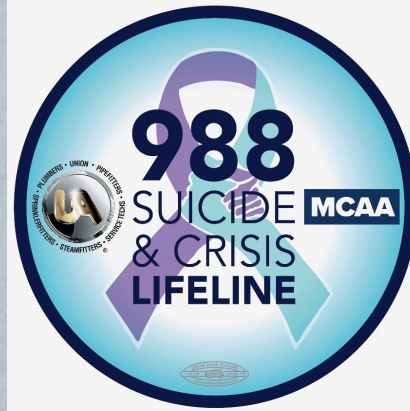
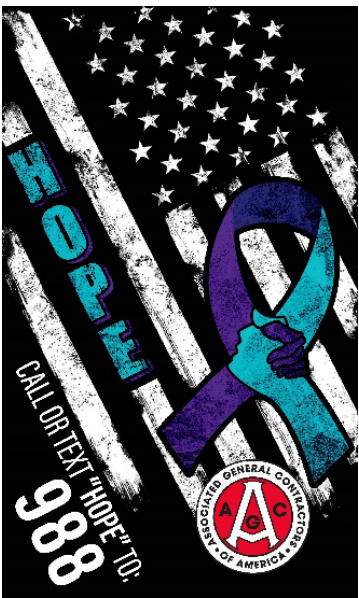


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Arigatou

ARIGATO

Do je

Asante  
Maita Henryu

Shukriya

Xie xie

Spasibo

Achiu

Terima Kasih

THANKS

Salamat

Kamsa hamnida

Shukran

GRACIAS

Dikuji

Hvala

Vinaka

Diolch

THANK YOU

Spasibo

CHOKRANE

Kiitos

Dankie

KIA ORA

Gratia

Aitäh

ASANTE

Toda

MAAKE

Ca'm on

Khop Khun Krab

Jerejef

MERCI

DANKE

ARIGATO

Efcharisto

Mahalo

OBRIGATO

GRAZIE

Asante



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# HOPE.

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# Best Practices Guide

## Tool Box Talks



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