



Toolbox Talk:

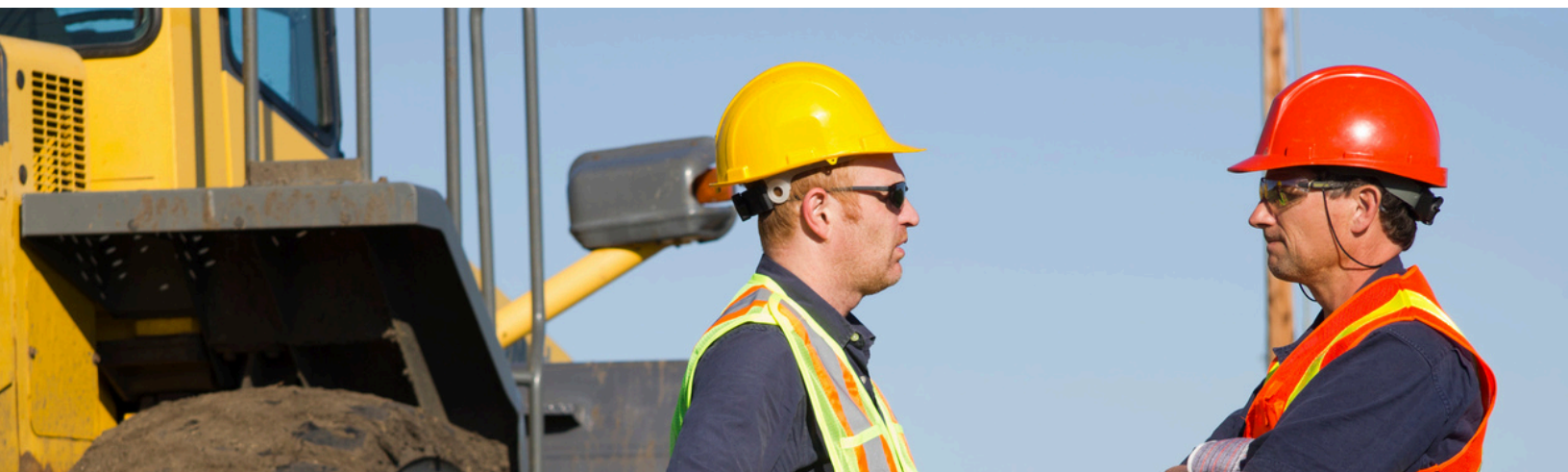
Looking Out for a Buddy Who's Struggling

Let's talk about something that doesn't get enough air time: looking out for a teammate when something's off.

We all hit rough patches. But when you see someone struggling for more than a couple weeks, it might be more serious than a bad day. That's when it's time to step up and check in.

Here's what to watch for:

- Taking every shift they can just to avoid going home
- Acting reckless or making odd mistakes
- Blowing up or breaking down for no clear reason
- Big changes in weight or appetite
- Saying confusing things
- Always showing up exhausted—or not showing up at all
- Can't focus, always fidgeting
- Always on edge, down, or anxious
- Suddenly and repeatedly showing up late
- Talking about hurting themselves—or hinting they might



If something doesn't seem right—**don't ignore it.**

Try saying:

“Hey, you’ve seemed a little off lately—is everything okay?”

Just letting them know someone sees them can go a long way.

You can also say:

“Wanna take a break and talk through a couple options?”

Or just sit with them. You don't need to have the fix—just show up.

Skip the clichés like:

- *“You’ll be fine”*
- *“Just shake it off”*
- *“Toughen up”*

Instead, say:

“You’re not alone. I’ve got your back. What can I do to help?”

If they don't want to talk about it or you get the feeling they need some more support, point them here:

- **988** is a national hotline that is always available for mental health support.
- Call the free **NAMI HelpLine** at 1-800-950-6264 or text **“NAMI”** to 62640. Trained volunteers are here to talk and share resources for you or someone you're concerned about.
- Text **“HOME”** to 741741 for 24/7 mental health support.
- And check if the company has an **EAP (Employee Assistance Program)**—you could talk to a pro for free about mental health but also stuff like financial issues, family problems, or any other kind of stress. If they can't help, they can get you a referral to someone who can.

Bottom line: You'd stop someone from walking into danger on the job—this is no different. Looking out for each other means speaking up when it counts.