



Keeping the Team Safe

We look out for each other. That's how strong crews stay safe. Safety isn't just hard hats and gloves — it's having your head in the game. Teams with strong trust and communication report **30% fewer quality issues** and employees who feel respected and supported are **twice as likely to stay long-term**. Stress, poor sleep, and family worries can throw off your focus, and that's when **accidents happen**.

Mental readiness leads to safety, focus, and teamwork.

Being a Manager Your Team Can Trust

Set the tone. Remember, the team looks to you to know what's ok to talk about.

- Be steady, respectful, and show that you take care of your health.
 - You can **say to your team**, “We talk safety every day. Talking about mental health is part of that — keeping our minds healthy so we don't get hurt or hurt someone else.”
- Acknowledge stress and the steps you took to take care of yourself, but don't overshare.
 - “This new deadline has me stressed — how are you holding up?”

Keep an eye out. If a good worker seems to be acting differently, it's time to check in.

- Showing up late, making mistakes, or seeming angry or scared could be signs they need help. Pull them aside and tell them what you're seeing. Ask what's going on before assuming, often the fix isn't punishment — it's support.
- Some folks carry a lot, like kids, aging parents, and long commutes, and they still show up strong every day. Respect that. Don't assume quiet means fine.

Building trust takes consistency. Keep showing the team that mental readiness is part of working safely and looking out for each other. You don't need perfect words, just a steady presence and a willingness to check in when something seems off.

If you're not sure how to start the conversation, you're not alone. Our next resource, “**When You Think a Teammate's Struggling**,” walks you through simple ways to check-in.

NAMI HelpLine: 1-800-950-NAMI, text “NAMI” to 62640, or email helpline@nami.org (M–F, 10 a.m.–10 p.m. ET)

Find Local Support: nami.org/local

In Crisis? Call or text **988**, the National Suicide and Crisis Lifeline