



When You Think a Teammate's Struggling

Workers under stress or burnout are up to **60% more likely** to have an accident or near-miss on the job. Sometimes you can tell when something's off, even if a person says they're fine. Maybe they're distracted, missing steps they never used to miss, or just seem different. That's when you know it's time to reach out.

Checking in on mental health doesn't have to be formal. It's no different than noticing if someone is limping. The goal is for your teammate to know you've got their back.

You don't need to be a therapist to help your team. You just need to notice, listen, and point them toward help.

If you think someone's struggling:

1. **Find a quiet spot**, like outside, in an office, or an empty breakroom. Keep it private, but don't promise confidentiality in case they need immediate help.
2. **Start simple**. Try saying, *"Hey, you don't seem like yourself lately. How are you?"*
3. **Listen**. Don't rush into problem-solving mode.
4. **Offer support and resources**. *"I care about your health. [Our company/NAMI] has some good resources if you ever want them. Can I show you how to find them?"*
 - Offer your own example if it feels right: *"I used the Employee Assistance Program/company benefits/NAMI HelpLine and it was actually helpful."*
5. **Follow up**. A quick *"How's it going?"* a few days later shows you meant it.

Small conversations can make a big difference. It won't ever be perfect, but it'll always make an impact. You're keeping people safe and showing that you care.

If you want to learn what to do if a teammate is in crisis, read more in our next resource, "[Helping During a Mental Health Crisis](#)."

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