

Pain Isn't Always Obvious



Suicide Is Preventable.org

# Preventing Suicide in the Workplace

## Presenter Info



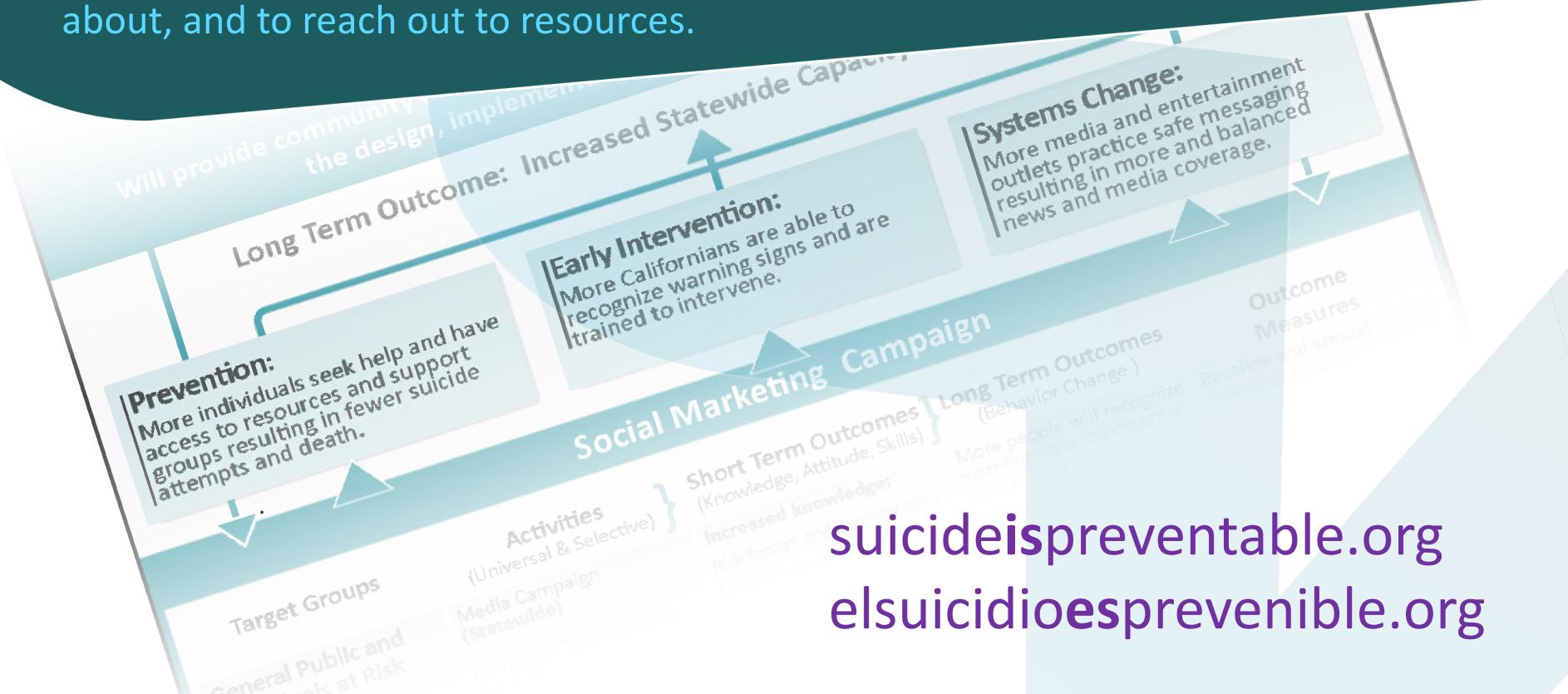


## Each Mind Matters is California's Mental Health Movement.

We are millions of individuals and thousands of organizations working to advance mental health.



Know the Signs is a statewide suicide prevention social marketing campaign with the overarching goal to increase Californians' capacity to prevent suicide by encouraging individuals to know the signs, find the words to talk to someone they are concerned about, and to reach out to resources.



# Today's Agenda

- Why suicide prevention in the workplace?
- Occupational risk and protective factors
- Strategies to integrate suicide prevention in the workplace
- Resources

# Why Suicide Prevention in the Workplace?

- Approximately 70% of suicides are among working age adults
  - In the last 10 years the rate of suicide has increased most rapidly among adults ages 18-64.
- Most adults spend a significant portion of their lives at work.
- For many adults, time spent at work is balanced, often precariously, against the need to care for children and aging parents.

# Good business *and* the right thing to do

- The workplace is can offer a sense of purpose and community, both important protective factors against suicide
- The affects of a suicide on other employees can be emotionally devastating
- For a business, the financial costs– direct and indirect – can also be devastating

# The financial impact

## Suicide and Suicidal Attempts in the United States: Costs and Policy Implications

DONALD S. SHEPARD, PhD, DEBORAH GUREWICH, PhD, AUNG K. LWIN, MBBS, MS,  
GERALD A. REED, JR, PhD, MSW, AND MORTON M. SILVERMAN, MD

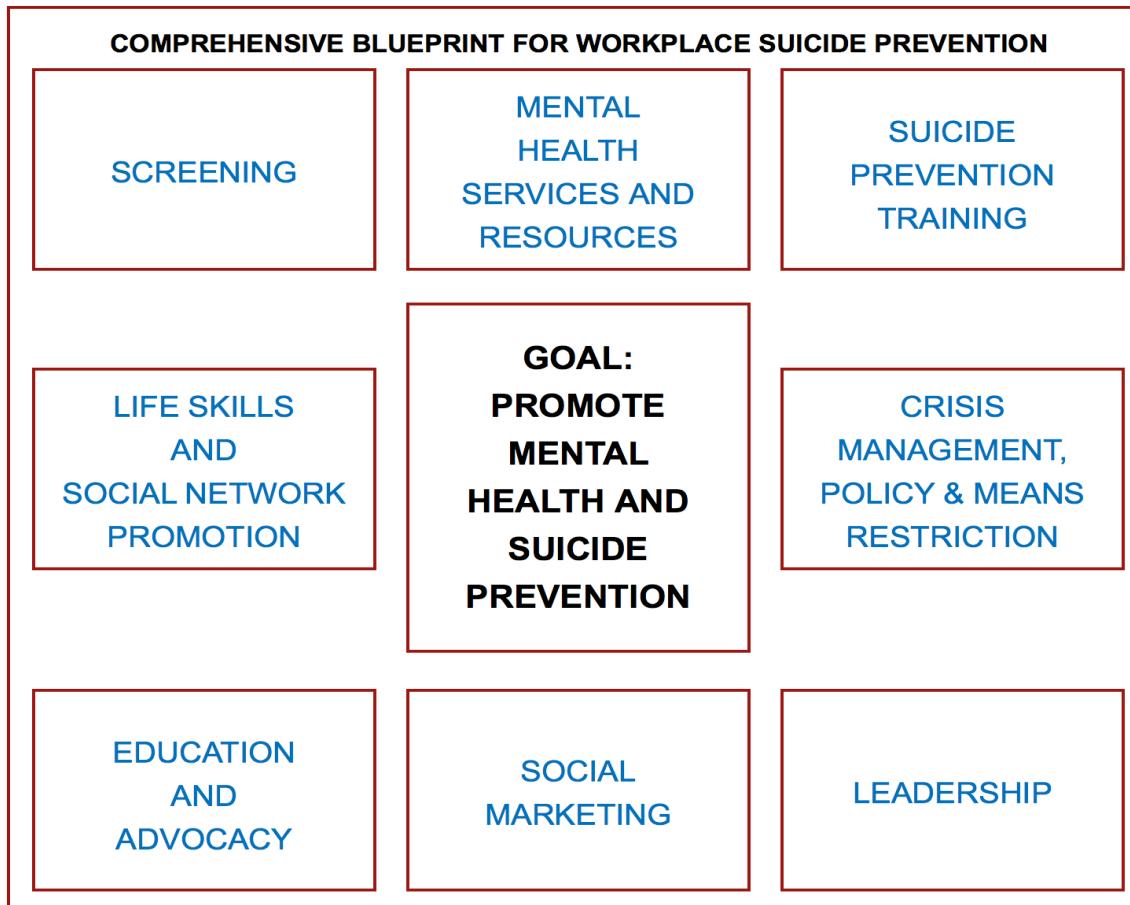
The national cost of suicides and suicide attempts in the United States in 2013 was \$58.4 billion based on reported numbers alone. Lost productivity (termed indirect costs) represents most (97.1%) of this cost. Adjustment for under-reporting increased the total cost to \$93.5 billion or \$298 per capita, 2.1–2.8 times that of previous studies. Previous research suggests that improved continuity of care would likely reduce the number of subsequent suicidal attempts following a previous nonfatal attempt. We estimate a highly favorable benefit-cost ratio of 6 to 1 for investments in additional medical, counseling, and linkage services for such patients.

Prevention is a smart, and cost effective investment

- Estimated annual costs of suicide deaths and attempts: \$93.5 billion
- Cost of one suicide: \$1,329,553
  - 97% indirect (lost productivity), with the remainder in medical costs
- For every \$1 spent on interventions and linkages for care, \$2.50 is saved in the cost of suicides



# Comprehensive Blueprint for Suicide Prevention in the Workplace



*Where will your agency start?*

Comprehensive Blueprint for Workplace Suicide Prevention

adopted from the Air Force Model, the Jed Foundation/Suicide Prevention Resource Center, and Working Minds.

# ribbon A comprehensive approach...

UPSTREAM	MIDSTREAM	DOWNSTREAM
<ul style="list-style-type: none"><li>• Shift workplace cultural perspective</li><li>• Develop life skills</li><li>• Improve mental health and addiction knowledge</li><li>• Promote social networks</li></ul>	<ul style="list-style-type: none"><li>• Identify people at risk</li><li>• Promote help-seeking</li><li>• Increase access to quality care</li></ul>	<ul style="list-style-type: none"><li>• Promote worker use of mental health services</li><li>• Restrict access to potentially lethal means</li><li>• Provide support after suicide</li></ul>

# Workplace Suicide Prevention Strategies

A safe and supportive workplace...

- Encourages use of **screening** tools to identify risk early and connect employees to help.
- Offers suicide prevention **training** for managers, supervisors, and HR staff at minimum.
- Promotes behavioral health **resources** and encourage employees to reach out.
- Provides opportunities to **educate** employees about behavioral health and suicide prevention.
- Develops a crisis **plan** that addresses access to lethal means and support after suicide.

# ribbon Encourage screening

Screening helps to identify problems early and facilitate access to quality care and supports.

COLUMBIA-SUICIDE SEVERITY RATING SCALE <i>Screener/Recent – Self-Report</i>			
		In The Past Month	
		YES	NO
Answer Questions 1 and 2			
1) <b>Have you wished you were dead or wished you could go to sleep and not wake up?</b>			
2) <b>Have you actually had any thoughts about killing yourself?</b>			
If YES to 2, answer questions 3, 4, 5, and 6. If NO to 2, go directly to question 6			
3) <b>Have you thought about how you might do this?</b>			
4) <b>Have you had any intention of acting on these thoughts of killing yourself, as opposed to you have the thoughts but you definitely would not act on them?</b>			

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## 20 POINT HEAD INSPECTION

Get a run down of how you excel and where you can improve your mental health.



**GET STARTED**

# Considerations for use of screening tools

- Be clear that the purpose of screening is to support employees to assess their own risk and support their wellness.
- Screening tools can also be administered by trained counselors through EAPs or other programs or at wellness events.
- Provide assurances that the results of screening tools are confidential and will not be shared with supervisors or managers.
- Ensure that screening opportunities are followed by information about resources available to help.

# Promote behavioral health resources

- Create an inventory of behavioral health and other resources to support the whole employee.
- Make sure employees know what behavioral health benefits are available to them, and encourage their use
- Ensure EAP staff are knowledgeable of behavioral health resources and how to connect employees to help; advocate for suicide prevention and risk assessment training
- Display educational materials, such as Know the Signs brochures and posters

# Offer suicide prevention training

- At minimum, managers, supervisors, and HR staff receive suicide prevention training
- Ensure that they know how to have difficult conversations and feel confident to connect staff with resources
- Identify the training model that is right for your workplace
  - For more information about training visit [www.LivingWorks.net](http://www.LivingWorks.net), [www.QPRinstitute.com](http://www.QPRinstitute.com) or talk to your local behavioral health agency or crisis center.

# Provide educational opportunities

- Increase knowledge of behavioral health and wellness and suicide prevention to all staff
- Host presentations, brown bag lunches, and wellness events
- Post articles in newsletters, on the intranet, or using social media channels that share useful information about help and recovery.
- Learn and promote ways to talk about mental health and suicide that reduce stigma

# Develop a crisis plan

- Safe, timely, and compassionate response
- Review of organizational policies and needs
- Detailed steps for how information will flow and what actions will be taken to support those affected
- Include components that address access to lethal means and offer support after a suicide death.
- Proactively offer resources and support during times of stress



# Postvention: support after suicide

- Suicide often has a ripple effect, and can lead to significant distress on those left behind
- Timely and compassionate response after suicide promotes healing and connects people with helpful resources
- Postvention plans include:
  - Communication about the death
  - Mobilization of resources to support the bereaved
  - Strategies to reduce the risk of contagion – additional suicides among those impacted by the death – and support coworkers
  - Safely memorializing the deceased

# A safe and supportive workplace...

- Screening opportunities are in place
- Employees know what behavioral health resources are available and how to access them
- Employees are educated about the warning signs of suicide and mental health crises and feel confident to reach out
- Managers and supervisors, at minimum, are trained in suicide prevention
- Plans are in place for what to do in a crisis, and to offer support and healing after suicide



Initiatives Collections About Us Contact Us **SEARCH RESOURCE**

Each Mind Matters is California's Mental Health Movement. We are millions of individuals and thousands of organizations working to advance mental health. Browse our initiatives, collections and resources to find tools you can use to improve mental health and equality in your community, prevent suicide and promote student mental health.

## Search Our Resources

**SEARCH** [Advanced Search](#)

## Featured

**Mental Health Awareness Week Toolkit**  
A toolkit with resources for Mental Health Awareness Week.  
[Explore >](#)

## Explore Our Initiatives

[Each Mind Matters](#)  
California's Mental Health Movement.  
[EXPLORE >](#)

[Know the Signs](#)  
Pain isn't always obvious. Suicide is preventable.  
[EXPLORE >](#)

[SanaMente](#)  
Movimiento de Salud Mental de California  
[EXPLORE >](#)

### KNOW THE SIGNS

The warning signs of emotional pain or suicidal thoughts aren't always obvious. Here's what to look for:

- Talking about wanting to die or hurting themselves
- Increased drug or alcohol use
- Withdrawing
- Feeling hopeless, depressed or trapped
- Sudden mood changes
- Putting affairs in order
- Reckless behavior
- Loss of interest in hobbies or pursuing passions
- Showing what to look for is the first step in reaching them for a friend or family member in need. If you sense something is wrong, trust your instincts and get more information at [suicideispreventable.org](#).

### FIND THE WORDS

“Are you thinking of ending your life?” Few phrases are as difficult to say to a loved one. But when it comes to suicide prevention, none are more important. If you suspect someone is thinking about someone, don't hesitate. Visit [suicideispreventable.org](#) to learn how to get the conversation started.

**START THE CONVERSATION**  
Meet the warning signs you are noticing

**ASK ABOUT SUICIDE**  
“Are you thinking about suicide?”

**LISTEN**  
Express concern and reassurance

### REACH OUT

**YOU ARE NOT ALONE**  
If you even see one warning sign, step in or speak up. But if you don't need to do it alone, help is available. To find local resources, visit [suicideispreventable.org](#)

**IN A CRISIS**  
If you think a person is suicidal, don't leave them alone. Call the National Suicide Prevention Lifeline if you are in crisis or concerned about someone. Trained counselors are available 24/7 to offer support. 1.800.273.8255.

## PAIN ISN'T ALWAYS OBVIOUS

The warning signs of emotional pain or suicidal thoughts aren't always obvious. HERE'S WHAT TO LOOK FOR:

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    graph TD
      A[Increased drug or alcohol use] --> B[Reckless Behavior]
      A --> C[Withdrawal]
      A --> D[Feeling hopeless, helpless, desperate]
      A --> E[Sudden mood changes]
      A --> F[Anger]
      A --> G[Changes in sleep]
      A --> H[Anxiety or agitation]
      A --> I[Decreases in sleep]
      A --> J[Talking about wanting to die or hurting themselves]
      A --> K[Putting affairs in order]
      A --> L[Showing what to look for]
      A --> M[Loss of interest in hobbies or pursuing passions]
      A --> N[Reckless behavior]
      A --> O[Withdrawing]
      A --> P[Feeling hopeless, helpless, desperate]
      A --> Q[Changes in sleep]
      A --> R[Anxiety or agitation]
      A --> S[Decreases in sleep]
      A --> T[Talking about wanting to die or hurting themselves]
      A --> U[Putting affairs in order]
      A --> V[Showing what to look for]
      A --> W[Loss of interest in hobbies or pursuing passions]
      A --> X[Reckless behavior]
      A --> Y[Withdrawing]
      A --> Z[Feeling hopeless, helpless, desperate]
  
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By recognizing the signs, finding the words to start a conversation and reaching out to local resources, you have the power to make a difference. The power to save a life. Learn more at: [suicideispreventable.org](#)

**suicideispreventable.org**

**Pain Isn't Always Obvious**

**KNOW THE SIGNS**  
Suicide Is Preventable

In a crisis call the National Suicide Prevention Lifeline:  
1.800.273.8255



# Additional resources

- The Each Mind Matters (EMM) collection on Resources for Workplace Suicide Prevention:  
<https://www.eachmindmatters.org/change-agents/resources-for-workplace-suicide-prevention/>
- Comprehensive Blueprint for Workplace Suicide Prevention:  
<http://actionallianceforsuicideprevention.org/comprehensive-blueprint-workplace-suicide-prevention-1>
- Know the Signs web site: [www.SuicideIsPreventable.org](http://www.SuicideIsPreventable.org)
- Suicide Prevention training: [www.livingworks.net](http://www.livingworks.net) and [qprinstitute.com](http://qprinstitute.com)
- National Suicide Prevention Lifeline: **1-800-273-8255**

# ribbon Thank You!

## Presenter Info



Funded by counties through the voter-approved Mental Health Services Act (Prop. 63).