



# CREATING A CULTURE OF CARING: SUICIDE PREVENTION IN CONSTRUCTION

November 19, 2020



1

## *Shining Light on* MENTAL HEALTH AND SUICIDE PREVENTION

November 19, 2020



2

## LEARNING OBJECTIVES

1. DISCUSS HOW TO BREAK THE STIGMA OF MENTAL HEALTH AND SUICIDE
2. ILLUSTRATE WHY MENTAL HEALTH AND SUICIDE PREVENTION ARE WORKPLACE ISSUES
3. HOW TO INCORPORATE SUICIDE PREVENTION INTO SAFETY, HEALTH, WELLNESS CULTURE
4. SHARE RESOURCES FOR EMPLOYERS TO ADDRESS THESE TOPICS WITH EMPLOYEES AND FAMILIES



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3

## WHAT'S UNDER THE HARDHAT...?

- ✓ WORKERS BRING THEIR CONCERNS, WORRIES AND DAY-TO-DAY DISTRACTIONS TO WORK WITH THEM
- ✓ MENTAL HEALTH IS A DRIVER OF OVERALL WELLBEING
- ✓ PHYSICAL HEALTH TIES TO BEHAVIORAL HEALTH AND VICE-VERSA



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4

## WHY THIS TOPIC?

**SUICIDE IS A PRESSING  
NATIONAL PUBLIC  
HEALTH CONCERN**

- **48,344 DEATHS IN 2018**
- **SUICIDE CAN BE  
PREVENTABLE**
- **HOPE-HELP-RECOVERY**



*m*

## MY EXPERIENCE & JOURNEY

- **FAMILY**
- **NEIGHBORHOOD**
- **WORKPLACE – HIGH SCHOOL AND COLLEGE**
- **CAREER**
- **INDUSTRY – POST 9/11 & HURRICANE KATRINA**
- **NATIONAL ACTION ALLIANCE FOR SUICIDE PREVENTION**
- **CATALYZED MOVEMENT – BECAME CIASP**
- **CSDZ/HMA/ICS**



*m*

## PROFESSIONAL CAUSE TO PERSONAL MISSION

- *"MAKE YOUR VOICE A LITTLE LOUDER..."*
- **REALLY UNDERSTOOD EMOTIONAL MASKS**
- **DECLARED WAR ON SUICIDE**



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7

## Large Group Activity: USA Hotlines

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:



**CRISIS TEXT LINE |**

**Text HELP  
or CONNECT to:  
741-741**



Risk Rewarded

8

# LARGE GROUP ACTIVITY: CANADA HOTLINES

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:



**CRISIS TEXT LINE |**

**24/7-365  
1-833-456-4566**

**Text HELP  
or  
CONNECT:  
741-741**

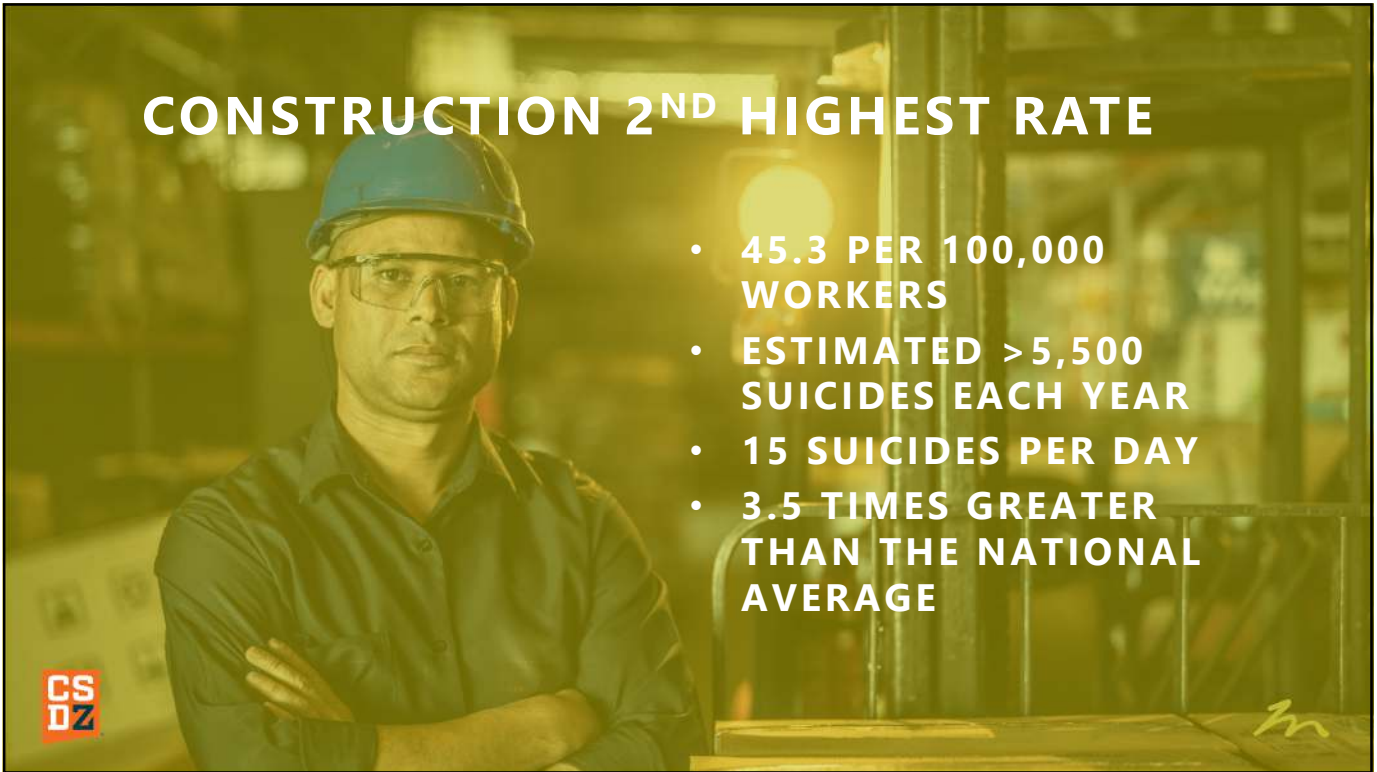
**Chat not functional  
during covid-19  
pandemic**



# HARSH REALITY OF SUICIDE


- 133 SUICIDES EACH DAY – 1 EVERY 11 MINUTES
- 10TH LEADING CAUSE OF DEATH FOR ALL AGES
- 2ND LEADING CAUSE OF DEATH FOR MEN
- 2ND LEADING CAUSE OF DEATH FOR AGES:
  - 10–14; 15–19 & 20–24
- 4TH LEADING CAUSE, AGES 35–54 (MEN & WOMEN)
- 78% BY MEN
- 51% WITH GUNS





## CONSTRUCTION 2<sup>ND</sup> HIGHEST RATE

- 45.3 PER 100,000 WORKERS
- ESTIMATED >5,500 SUICIDES EACH YEAR
- 15 SUICIDES PER DAY
- 3.5 TIMES GREATER THAN THE NATIONAL AVERAGE



11

## RATES FOR TRADES VARY | TOP 9

1. IRONWORKERS = 79
2. MILLWRIGHTS = 78.7
3. BRICK/BLOCK MASONS = 67.6
4. ROOFERS = 65.2
5. LABORERS = 62
6. CARPENTERS = 54.7
7. EQUIPMENT OPERATORS = 52.8
8. CONSTRUCTION MANAGERS = 45.7
9. ELECTRICIANS = 44

TRADES FIRST-LINE SUPERVISORS = 44



Source: CDC; January 24, 2020



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12

# Poll Question #1

**BEFORE TODAY WERE YOU AWARE OF THESE STATISTICS?**

**WHAT IS YOUR REACTION TO THESE STATISTICS?**



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## CONSTRUCTION RISK FACTORS

Industry Culture	Company/Job Factors	Worker Lifestyle
<ul style="list-style-type: none"> <li>✓ Stoic, tough guy/gal</li> <li>✓ Undesirable image</li> <li>✓ Cyclical industry</li> <li>✓ Tolerant of alcohol and substance use</li> <li>✓ 2<sup>nd</sup> highest industry for "heavy drinking (&gt;16% of workers)</li> <li>✓ Drug use increased 13.2% (2015-2018)</li> <li>✓ Accelerated schedules</li> <li>✓ Harsh conditions</li> <li>✓ Family separation &amp; isolation</li> <li>✓ Layoffs/project furloughs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Limited supervisory skills training</li> <li>✓ No time off in season</li> <li>✓ Weather and sequence delays</li> <li>✓ Night work or OT</li> <li>✓ Commuting</li> <li>✓ Out of town or out of state travel for work</li> <li>✓ Humiliation of bad job (daily scorecard)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Self-pressure and perfectionism</li> <li>✓ Financial pressures</li> <li>✓ Chronic pain from soft tissue injuries</li> <li>✓ Construction had highest rate of prescription opioids</li> <li>✓ Access to lethal means at home</li> <li>✓ Skills gap and feeling trapped</li> <li>✓ Fearless or risk-taking behaviors</li> </ul>





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## DIFFERENT SIGNS OF STRESS

Physical Signs	Psychological Signs	Behavioral Signs
<ul style="list-style-type: none"> <li>✓ Lethargic</li> <li>✓ Tiredness</li> <li>✓ Headaches</li> <li>✓ Change in appetite</li> <li>✓ Indigestion issues</li> <li>✓ Weight gain/loss</li> <li>✓ Joint &amp; back pain</li> </ul>	<ul style="list-style-type: none"> <li>✓ Anxiety</li> <li>✓ Mood Changes</li> <li>✓ Indecision</li> <li>✓ Increased sensitivity</li> <li>✓ Loss of motivation</li> <li>✓ Tearfulness</li> <li>✓ Low self-esteem</li> <li>✓ Defeated</li> <li>✓ Hopeless</li> </ul>	<ul style="list-style-type: none"> <li>✓ Use of drugs</li> <li>✓ Withdrawal</li> <li>✓ Agitation</li> <li>✓ Aggression</li> <li>✓ Lateness</li> <li>✓ Absenteeism</li> <li>✓ Difficulty concentrating</li> <li>✓ Increased smoking</li> <li>✓ Increased drinking</li> <li>✓ Recklessness</li> </ul>



Emotional Masks  
vs. Face Coverings:

Missing Non-Verbal Clues

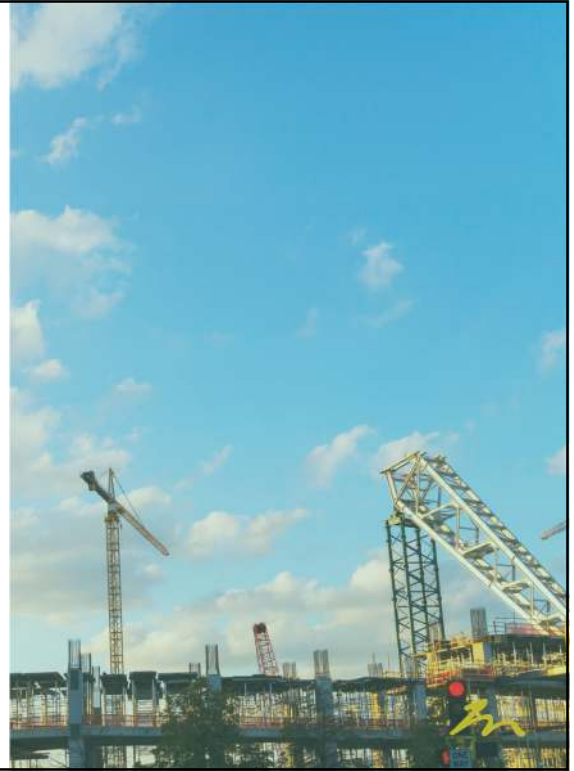


## WHY THE WORKPLACE...?

- **20% OF ADULTS EXPERIENCE A DIAGNOSABLE MENTAL ILLNESS IN THEIR LIFETIME**
- **MOST PREVALENT IN WORKPLACE:**
  - Anxiety
  - Depression
  - Substance use disorders



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17

## UPSTREAM FOCUS

- **LESS THAN 50% WITH MENTAL ILLNESS WILL SEEK HELP**
- **80% SUCCESS RATE OF OVERCOMING WITH EARLY TREATMENT**



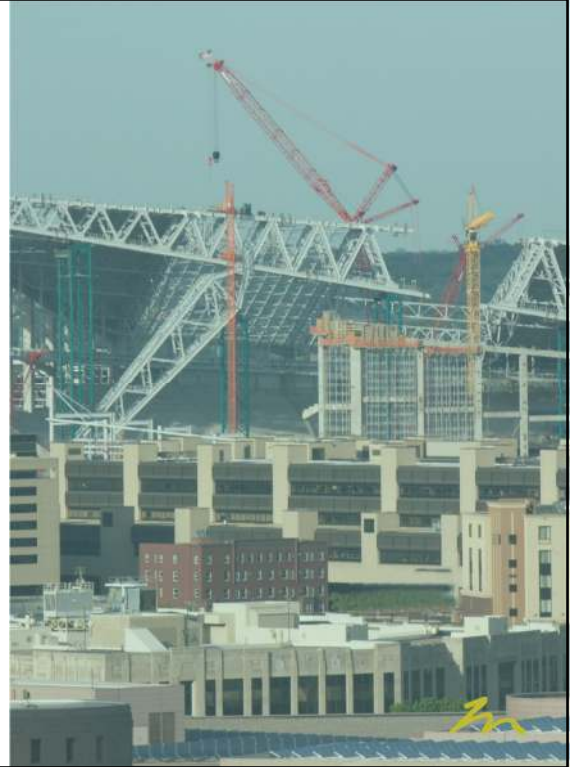
18

## WHY THE WORKPLACE

- > 75% OF SUICIDES OCCUR AMONG WORKING AGED ADULTS
- > 80% OF THOSE WHO DIE BY SUICIDE HAVE SEEN A HEALTH CARE PROVIDER IN THE YEAR BEFORE THEIR DEATH.



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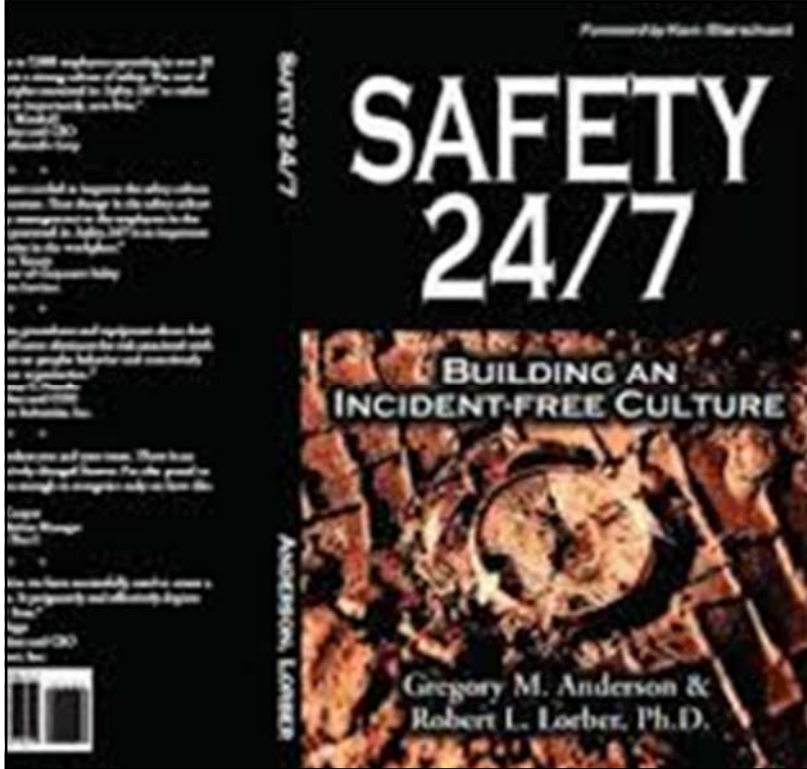
## *Poll Question #2*

**BIGGEST BARRIER IN YOUR ORGANIZATION TO TACKLING MENTAL & BEHAVIORAL HEALTH?**



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## TURNING POINT

PERSONALIZES SAFETY:

- "WORK, HOME & PLAY"
- PERSONAL RESPONSIBILITY & CREW ACCOUNTABILITY

## TIPPING POINT NATIONALLY

WE FOCUS ON GETTING EVERYONE HOME SAFE AT THE END OF THEIR SHIFT.

*ARE WE FOCUSING ON GETTING PEOPLE BACK TO WORK SAFE FROM HOME?*



# LEADERSHIP SUPPORT

**VISIBLE  
VOCAL  
VERTICAL – UP AND DOWN THE “ORGANIZATIONAL CHART”**

**POWER OF “LIVED EXPERIENCE”**

- Creates compelling stories
- Empathy
- Memorable




23

MAY 21, 2016 @ 07:41 AM 24,370 VIEWS

### What Construction Workers Could Teach Other Industries About Mental Health Awareness

**Amy Morin**, CONTRIBUTOR  
*I write about the psychological aspects of business. FULL BIO*

Opinions expressed by Forbes Contributors are their own.





Photo: iStock.com


In the 14 years since I started my career as a psychotherapist, I've seen some shifts in the way society views mental health. Slowly, the stigma attached to mental illness seems to be decreasing. And each year during the month of May—Mental Health Awareness Month—I'm always happy to learn about organizations and industries who are working hard to promote workplace mental health.

Although the construction industry may be about the last place you'd expect workers to talk about depression or anxiety, they're becoming industry leaders in mental health awareness. They're doing some incredible work to reduce the stigma attached to mental health and they're saving lives.



## HOPE-HELP-RECOVERY

- SUICIDE CAN BE PREVENTABLE
- STIGMA IS A SILENT KILLER
- PEER TO PEER SUPPORT WORKS BEST



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24

# CONSTRUCTION WELLBEING MODEL



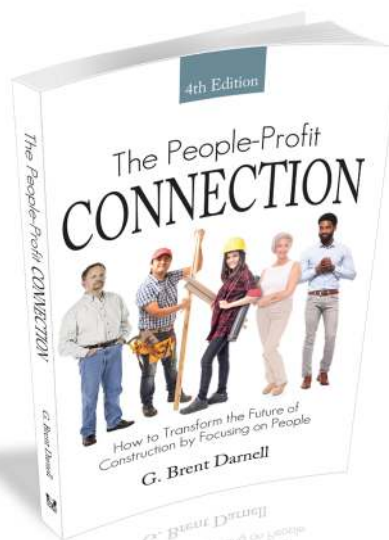
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# THE PEOPLE-PROFIT CONNECTION

- BRENT DARNELL
- CONSTRUCTION SPECIALIST
- EMOTIONAL INTELLIGENCE  
("THE EQ GUY")
- SELF-AWARENESS
- COMMUNICATIONS
- COURAGEOUS CONVERSATIONS



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## *Poll Question #3*

**WHICH JOB FUNCTION HAS PRIMARY RESPONSIBILITIES FOR MENTAL & BEHAVIORAL HEALTH IN YOUR ORGANIZATION?**



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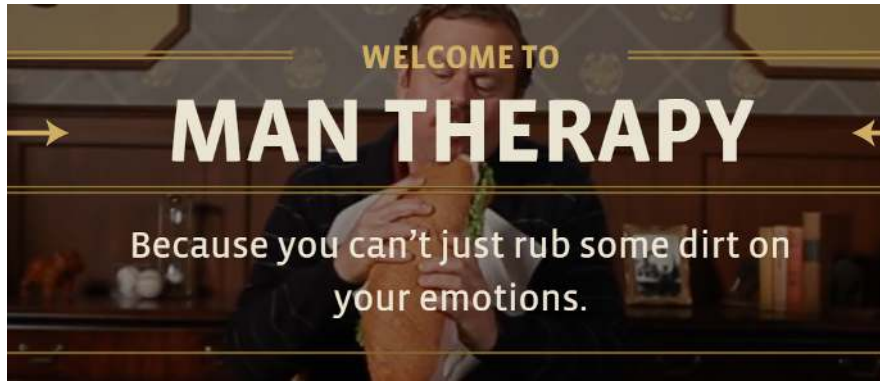


27

## *Stigma Reduction Strategies*



28



USING HUMOR TO BREAK STIGMA OF MENTAL HEALTH  
 DR. RICH MAHOGANY, MAN THERAPIST, IS **NOT** A REAL  
 THERAPIST (*BUT HE IS A REAL GUY...*)



Man Therapy  
[www.ManTherapy.org](http://www.ManTherapy.org)

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Joyages

SUICIDE PREVENTION VIDEOS BY JOYAGES  
[WWW.JOYAGES.COM/CONSTRUCTION/](http://WWW.JOYAGES.COM/CONSTRUCTION/)



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## Knowledge Check on EAPs

1. Does your company have an Employee Assistance Program (EAP) included with your Behavioral Health Benefits Plan? Your unions, if applicable?
2. Do you know who is eligible for your EAP?
3. Do you know your EAP benefits?
4. Do you share the EAP number with your employees?
5. Do you know the utilization rate and impact metrics for your EAP?

ACCREDITED  
IAOET  
PROVIDER

CS DZ Risk Rewarded

31

## EMPLOYEE CHECK-IN SCENARIO

FROM TIME TO TIME MOST OF US "STRUGGLE" WITH ISSUES. SOMETIMES WE OR CO-WORKERS COME TO WORK IN A DIFFERENT MOOD. SOME OF US WEAR OUR EMOTIONS ON OUR SLEEVES AND OTHERS KNOW HOW WE'RE FEELING. SOME OF US PREFER TO KEEP OUR FEELINGS TO OURSELVES.

WORK IS A SOCIAL ACTIVITY AND WHEN TEAMMATES ARE STRUGGLING IT CAN AFFECT THE MOOD OF AN ENTIRE CREW. SOMETIMES A JOKE OR LAUGHTER CAN LIGHTEN THE MOOD, SOMETIMES IT TAKES SERIOUS BANTER TO GET THINGS LIGHTER.

WE HAVE A CARING CULTURE. WE TREAT EVERYONE WITH RESPECT AND SUPPORT. WE RESPECT THE BOUNDARIES OF PRIVACY AND CONFIDENTIALITY. YET, AFTER TODAY'S CREW SAFETY HUDDLE AND WARM-UP EXERCISE YOU DECIDE TO SAY SOMETHING TO A COLLEAGUE WHO SEEMED ESPECIALLY QUIET AND RESERVED TODAY.



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32



## EMPLOYEE CHECK-IN FOLLOW-UP ACTIONS

1. Practice asking if this employee is ok. Let them know you are concerned. *Ask if they are safe to work today.*
2. What will you do if they say no that they are not alright, and they need help for a family-related struggle?
3. What options can you offer to get them help if they are seeking assistance for this family-related struggle?



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## CSDZ.COM BLOG



THE INVISIBLE CONSTRUCTION CRISIS: WHY FOCUS ON CONSTRUCTION WORKFORCE RISK?



THE INVISIBLE CONSTRUCTION CRISIS: REMOVING OUR EMOTIONAL MASKS



THE INVISIBLE CONSTRUCTION CRISIS: STRATEGIES TO ADDRESS MENTAL WELLBEING

THE INVISIBLE CRISIS IN CONSTRUCTION

BREAKING THE MENTAL HEALTH STIGMA



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# WALLET CARDS & HARDHAT STICKERS



*Handwritten signature*

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35

**Estamos todos juntos en esto.**  
Y juntos, podemos eliminar el estigma en la salud mental.

**ESTÉ PENDIENTE DE LAS SIGUIENTES SEÑALES DE ADVERTENCIA:**

- Aumento de impuntualidad y ausentismo
- Disminución de productividad
- Disminución de autoestima
- Aislamiento de los compañeros
- Agitación y aumento de conflicto con compañeros de trabajo
- Disminución en la capacidad de resolver problemas
- Abuso de sustancias legales e ilícitas
- Aumento de accidentes, tener incidentes y sufrir lesiones
- Aumento de sentimientos de apatía

Estadísticamente los trabajadores de construcción tienen más riesgo de tener problemas de salud mental que cualquier otra profesión. Si usted o alguien que usted conoce se siente deprimido o tiene comportamientos suicidas, usted no está solo. Hay otras personas en nuestra industria que se sienten igual, y lo que es más importante, hay otras personas que lo pueden ayudar. Si necesita ayuda urgente, por favor contacte inmediatamente a la Nacional Suicide Prevention Lifeline (Línea de Vida Nacional para la Prevención del Suicidio).

**CONSTRUYENDO UNA INDUSTRIA CON CERO SUICIDIOS.**

**NATIONAL SUICIDE PREVENTION LIFELINE**  
1-800-273-TALK (8255)  
[suicidepreventionlifeline.org](http://suicidepreventionlifeline.org)



*Construction Industry Alliance for Suicide Prevention (CIA&SP)*  
[www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)



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36

CIASP Resources



- Articles and whitepapers
- Downloadable poster art – English & Spanish
- Toolbox Talks
- STAND-Up Pledge Forms
- Integration Checklist of how to incorporate into safety, health and wellness
- Discounted Living Works Training (60-minute module) -- \$15 per learner
- Anonymous Screening Tools by MindWise Innovation

2020 AGC Construction Safety, Health and Environmental Conference

37

# WORKPLACE & JOBSITE POSTERS



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38

## STAND-UP PLEDGE

**S:** CREATE **SAFE** CULTURES

**T:** **TRAINING** TO IDENTIFY AND HELP THOSE AT RISK

**A:** INCREASE **AWARENESS** OF THE RISK IN THE INDUSTRY

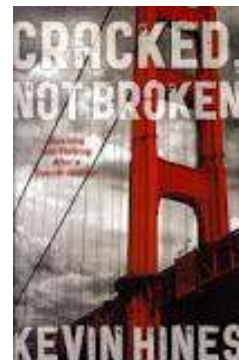
**N:** **NORMALIZING** THE CONVERSATIONS AROUND MENTAL HEALTH AND SUICIDE PREVENTION

**D:** **DECREASE** THE RISK OF SUICIDE IN THE INDUSTRY



39

## KEVIN HINES STORY



VIDEO LINK: [HTTPS://YOUTU.BE/WCSUS9IZV-G](https://youtu.be/WCSUS9IZV-G)

[HTTP://WWW.KEVINHINESSTORY.COM/RESOURCES](http://www.kevinhinesstory.com/resources)



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40

## **QUESTIONS & COMMENTS**



41

## **CONTACT INFORMATION**

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42