

# Build a Caring Workplace Culture and End Suicide

## Workplace Wellbeing Matters



## Warning Signs for Suicide



- ✓ Talking about wanting to die
- ✓ Seeking for a way to kill themselves
- ✓ Expressing hopelessness
- ✓ Feeling trapped
- ✓ Feeling like a burden
- ✓ Increasing the use of alcohol or drugs
- ✓ Reckless or agitated behavior
- ✓ Change in sleeping patterns
- ✓ Withdrawing
- ✓ Extreme mood swings

20% of employees are living with a mental health condition like depression, addiction or anxiety.

**200 Billion = annual cost** when unaddressed leads to loss in productivity, absenteeism, direct medical cost and even suicide.

## Risk Factors for Suicide

- ✓ Mental health conditions
- ✓ Hopelessness
- ✓ Impulsive behavior
- ✓ History of trauma
- ✓ Major physical illnesses
- ✓ Previous suicide attempt(s)
- ✓ Exposure to suicide
- ✓ Financial loss
- ✓ Lost relationship(s)
- ✓ Access to deadly items (e.g., guns)
- ✓ Isolation
- ✓ Lack of access to support
- ✓ Cultural shame about mental health

*"The workplace is the last crucible of sustained human contact for many of the [43,000] people who kill themselves each year in the U.S. A co-worker's suicide has a deep, disturbing impact on work mates.*

*For managers, such tragedies pose challenges no one covered in management school."*

*~Wall Street Journal*

# High Risk Industries

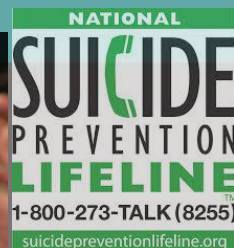
## Occupational Rank for Highest Rates of Suicide Deaths[i]

RANK	Occupation	Rate per 100,000
1	Farming, fishing, and forestry	84.5
2	Construction and extraction	53.3
3	Installation, maintenance, and repair	47.9
4	Production	34.5
5	Architecture and engineering	32.2
6	Protective service	30.5
7	Arts, design, entertainment, sports, and media	24.3
8	Computer and mathematical	23.3
9	Transportation and material moving	22.3
10	Management	20.3

[i] Source: McIntosh WL, Spies E, Stone DM, Lokey CN, Trudeau AT, Bartholow B. Suicide Rates by Occupational Group — 17 States, 2012. MMWR Morb Mortal Wkly Rep 2016;65:641–645. DOI: <http://dx.doi.org/10.15585/mmwr.mm6525a1>.

## What Managers Can Do:

- 1) Create a caring workplace culture that encourages help-seeking and help-giving.
- 2) Get trained on how to identify and intervene with someone who may be suicidal or in a mental health crisis.
- 3) Know your resources:



You are not alone.

For training on workplace suicide prevention and wellbeing promotion contact:  
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