



For Managers: Suicide Prevention

Do you have an employee whom you think may be considering taking his own life? What is your role as a manager to intervene?

Hearing someone talk about it can be scary. You might wonder if you should try to get help. You might wonder if your role as a manager is to look away. The answer is to take any thoughts or discussion of suicide seriously. Know the warning signs and where to get help, if needed.

Why would someone consider suicide?

If your employee is deeply hurting, suicide might seem like the only choice. Sometimes, it's hard to see the way out of a bad situation or event. It can be the result of:

- A lasting depression, eating disorder or anxiety disorder
- The loss of a relationship or death of a loved one
- Being bullied at work
- Going through a divorce
- Substance or alcohol use disorder
- Family history of suicide attempts or a mental health condition
- Domestic violence, including physical or sexual abuse
- Immediately following discharge from inpatient psychiatric care
- Suicidal behavior disorder, a potentially treatable condition on its own

Many times, people can be fearful of the stigma attached to thoughts of suicide. Your employee could be facing extremely stressful life events and has a fear of asking for help.

Identify warning signs

There are generally warning signs before a person attempts suicide. Here are just a few:

- Mentioning the desire and an actual plan
- Losing interest in what he used to like to do
- Feeling like a burden to others
- Changes in eating, sleeping or amount of drinking/drug use

For more information, contact your EAP at (866)-723-4332

Or refer to online resources at [carelonwellbeing.com/ccj](https://www.carelonwellbeing.com/ccj)



- Giving away cherished belongings

It can be hard to see the warning signs since you are usually only with your employee at work. Also, while there are often red flags for suicidal behavior disorder, sometimes a person who wants to take their own life shows no signs at all. Concerned co-workers can sometimes help. Listen to them without a sense of judgment.

How you can help

As a manager, it is not your role to diagnose a condition in an employee. Still, you can help. Here are some ways:

- If there is immediate danger, call 911.
- Let your employee know you care and that help is available.
- Stay calm and make sure you are both safe.
- It's OK to ask: "Are you thinking about ending your life?"
- Send or call for help.
 - Call your employee if a threat is sent via text.
 - If a threat is made over the phone, ask where your employee is and if someone else is there. Keep your employee on the line.
 - If a threat is made on social media or in a note, contact your employee directly (or someone close to them).
- Depending on the situation, alert security and/or Human Resources (HR). Never send your employee home alone.
- After your employee is safe, contact HR to develop a plan to help with treatment options.

If you are concerned about an employee, talk with HR to determine your best approach. Follow company policy but do not promise confidentiality to your employee. You might need to reach out to their loved ones or police for additional assistance.

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