BHP Mental Health Month
How to spot the signs and support others

When to consider starting a conversation?
Some signs to look out for in yourself and in each other are:

<table>
<thead>
<tr>
<th>Physical changes</th>
<th>Behaviour changes</th>
<th>Unseen changes</th>
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<tbody>
<tr>
<td>• Headaches</td>
<td>• 'Over-reacting' - emotionally charged</td>
<td>• Feeling excessively worried, anxious or angry</td>
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<td>• Sleep problems or fatigue</td>
<td>• More distracted</td>
<td>• Lowered self-confidence</td>
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<td>• Digestive problems</td>
<td>• Becoming withdrawn</td>
<td>• Lowered mood</td>
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<td>• Significant weight changes</td>
<td>• Increased use of alcohol, tobacco etc</td>
<td>• Unable to switch off</td>
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How to approach a conversation
Always approach these conversation with care, and be open and empathetic. Use ALEC to help you navigate the conversation:

• **Ask**: Ask if they are doing ok? Chances are they’ll say they’re fine. Ask again. Let them know you care and there for them.

• **Listen**: Give them your full attention, without interruptions or judgement. Remember you don’t need to resolve the issue and don’t feel as though you need to have all the answers.

• **Encourage**: Encourage them to take action by speaking with a family member or trusted friend, making an appointment with their doctor or contacting Employee Assistance Program. Physical wellbeing such as healthy eating, appropriate sleep and exercise be helpful when going through a rough time.

• **Check in**: Follow up a few days after you’ve had the conversation to see how they are going. This helps show you care, plus you will get a feel for whether they are feeling better.

Before starting a conversation think about:

• Picking a place that is relatively private and informal to have the conversation.

• Think about walking and talking or sitting down for a drink or break.

• Give yourself enough time to talk and be in the right head space.

Reflection question
As a team or crew, how often do you check in with each other about wellbeing, stress and physical health?

Let’s look out and support each other
In an average week, we can spend a lot of time with our teammates; out in the field, over lunch or back at camp. But we may not always know how to check in with each other if we think someone might not be feeling ok.

Where can I learn more?
• BHP mental health awareness e-learning (LMS)
• BHP mental health e-learning for leaders (LMS)
• Thrive Toolkit