

# 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:

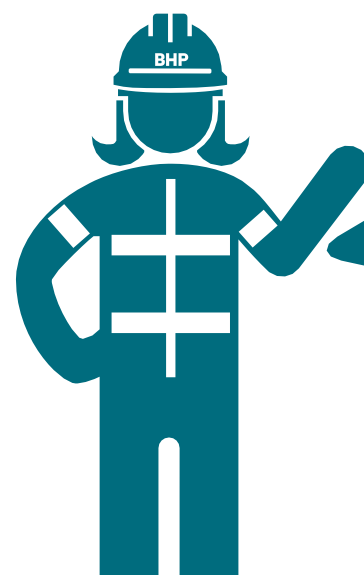
Physical changes	Behaviour changes	Unseen changes
<ul style="list-style-type: none"> <li>• Headaches</li> <li>• Sleep problems or fatigue</li> <li>• Digestive problems</li> <li>• Significant weight changes</li> </ul>	<ul style="list-style-type: none"> <li>• 'Over-reacting' - emotionally charged</li> <li>• More distracted</li> <li>• Becoming withdrawn</li> <li>• Increased use of alcohol, tobacco etc</li> </ul>	<ul style="list-style-type: none"> <li>• Feeling excessively worried, anxious or angry</li> <li>• Lowered self-confidence</li> <li>• Lowered mood</li> <li>• Unable to switch off</li> <li>• Assuming the worst</li> <li>• Doubting own ability</li> </ul>

### 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?



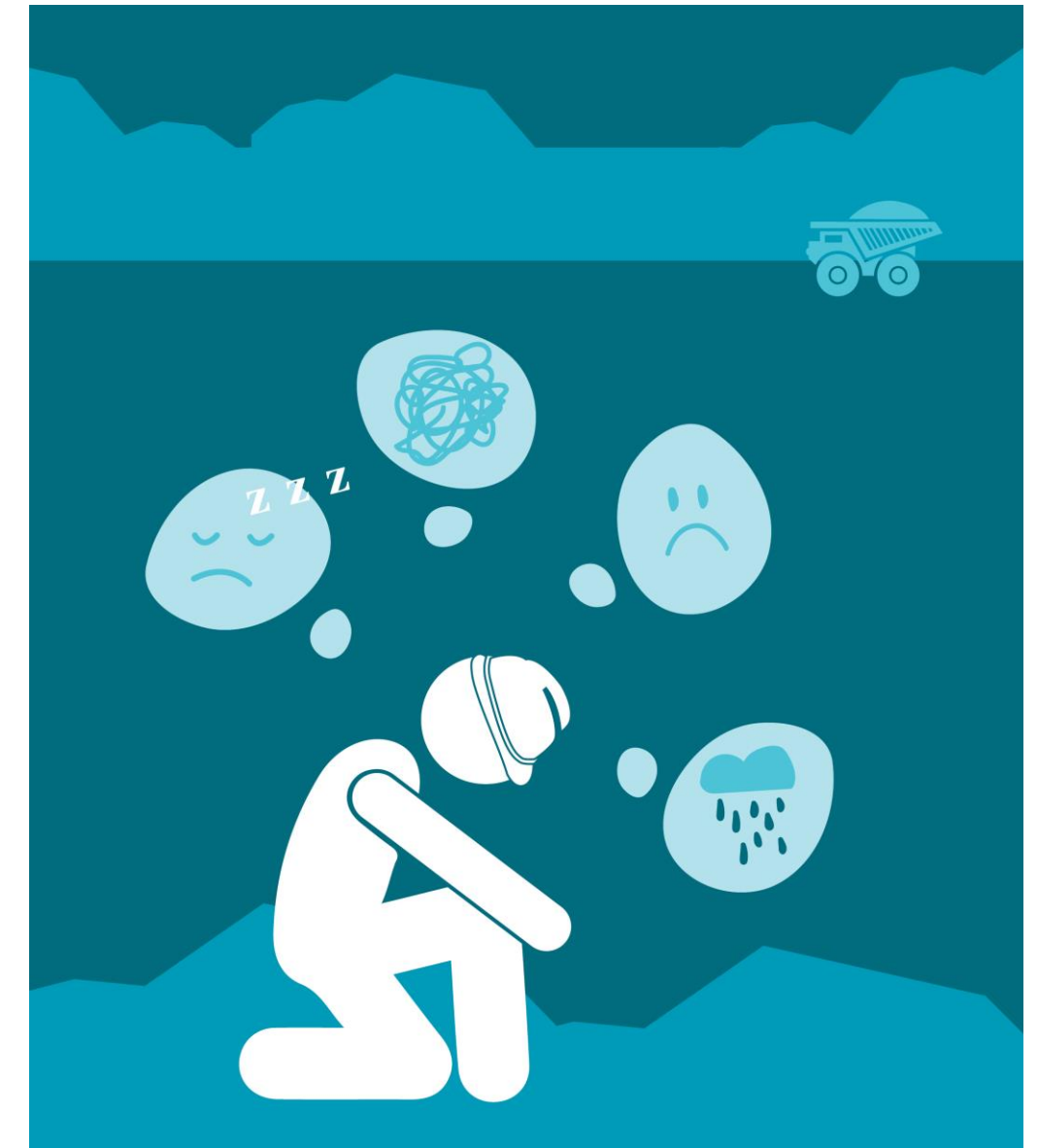
### Let's look out and support each other

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.

### 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.



### Where can I learn more?

- BHP mental health awareness e-learning (LMS)
- BHP mental health e-learning for leaders (LMS)
- Thrive Toolkit