

**time to change**

let's end mental health discrimination

# WORLD MENTAL HEALTH DAY 2019 ACTIVITY PACK FOR WORKPLACES



Sometimes we say  
we're fine when we're not.

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# WORLD MENTAL HEALTH DAY 2019 WILL TAKE PLACE ON THURSDAY 10 OCTOBER

## WHAT IS WORLD MENTAL HEALTH DAY?

World Mental Health Day is an opportunity for all of us to raise awareness of mental health issues and advocate against social stigma.

The day provides an opportunity for you to add to the wider conversation that will be occurring on social media, television and elsewhere. It's a great opportunity to engage your organisation in the fantastic work you are already doing to address mental health stigma in the workplace and to introduce new and targeted activities anchored to the event.

**The theme of this year's event is suicide and suicide prevention.** Every year close to 800,000 people globally take their own life and there are many more people who attempt suicide. Every suicide is a tragedy that affects families, communities and has long-lasting effects on the people left behind. It is the leading cause of death among young people aged 20-34 years in the UK and is the second leading cause of death among 15-29 year-olds globally.

World Mental Health Day is an opportune moment to address this issue, set out the importance of mental health to your organisation with your staff and to underpin this commitment with a range of activities to support learning on the subject.



## WHAT TIME TO CHANGE ACTIVITIES CAN YOU DELIVER?

Since Time to Change launched the Employers Pledge, a commitment to raising awareness of mental health has been a fundamental pillar to creating cultural change and addressing mental health stigma in the workplace.

This World Mental Health Day, we encourage you all to consider how you can create learning opportunities for all your staff, raise their overall level of understanding of mental health and specifically address the stigma around suicide so as to support those who might most need help.

This pack is full of activities that you can look to deliver, alongside resources to support the promotion of your commitment to addressing mental health stigma and the events your employees can get involved in.

**Together we can change how we all think and act about mental health.**

There are lots of ways you can get your organisation involved in World Mental Health Day. These can range from large, company-wide events to smaller activities perfect for including at the beginning or end of a team meeting.

We've compiled some of our favourite activity ideas within this pack to use as inspiration.

Or get creative and design your own - we are always keen to hear what you get up to.

## USING THIS PACK

We have created and compiled a variety of activities with guidance that you can deliver over World Mental Health Day.

Whether it's face to face activities you are looking for, or an activity that can be done online, or maybe a bit of both - there is an activity to suit your need.



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# SUICIDE AND SUICIDAL FEELINGS

**Suicide is the act of intentionally ending your life.**

Suicidal feelings can range from fleeting thoughts about ending your life or that people would be better off without you, to thinking about methods, means or specific plans to take your own life.

In 2017, there were 5821 suicides in the UK. In England, this was a person dying by suicide every 107 minutes.

Suicide is the leading cause of death among young people aged 20-34 years in the UK and it is considerably higher in men, with around three times as many men dying as a result of suicide compared to women. It is, further, the leading cause of death for men under 50 in the UK.

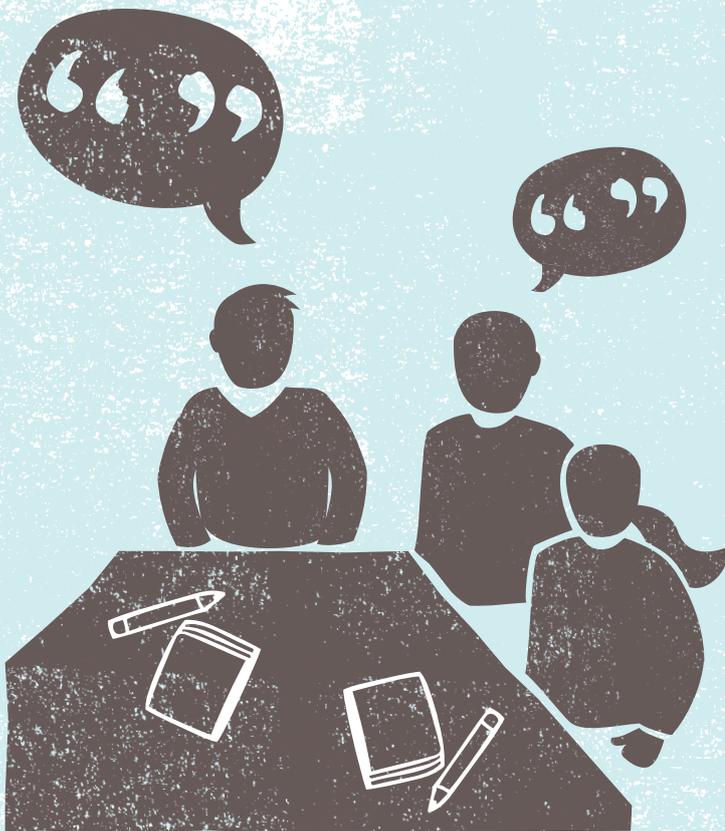
**Every year close to 800,000 people globally take their own life and there are many more people who attempt suicide.**

One reason men are more likely to die by suicide may be because they are less likely than women to ask for help or talk about depressive or suicidal feelings.

Recent statistics show that only 27% of people who died by suicide between 2005 and 2015 had been in contact with mental health services in the year before they died.

These statistics highlight that talking about suicide is still highly stigmatised. Talking about suicide and understanding it better is necessary to help prevent further suicides in the UK.

In a workplace context, within a company of 1000 workers, one worker will die by suicide every ten years. For every worker that takes their life, another 10-20 will make a suicide attempt.



# STIGMA

The overwhelming majority of people with mental health problems report being misunderstood by family members, shunned and ignored by friends, work colleagues and health professionals, called names and much worse by neighbours.

Stigma is the perception that a certain attribute makes a person unacceptably different from others, leading to prejudice and discrimination against them.

Mental health stigma and discrimination prevent people from seeking help: this can delay treatment and impair recovery. It isolates people, excluding them from day-to-day activities and making it hard to build new relationships or sustain current ones. It can stop people getting or keeping jobs.

## Why is it key that we bring conversations about mental health into the workplace?

- 9 out of 10 people who experience mental health problems say they face stigma and discrimination as a result
- 60% of people said that stigma and discrimination are as damaging or more damaging than the symptoms of their mental health problem
- 35% of respondents said that stigma had made them give up on their ambitions, hopes and dreams for their life
- 27% said stigma had made them want to give up on life

Figures come from viewpoint survey 2014/15 (Institute of Psychiatry). Survey of 1,000 people using secondary mental health services in five locations in England.

## Stigma around mental health remains a key issue in the UK.

### Why do employees feel that they can't talk about their own mental health at work?

- In a survey of UK adults, 56% said they would not hire someone with depression even if they were the best candidate for the job.
- It is perhaps not surprising, therefore, that less than half of employees say they would feel able to talk openly with their line manager if they were suffering from stress and why only 11% of employees have discussed a recent mental health problem with their line manager.
- A quarter of people have considered resigning due to stress.
- 35% of people think they would be less likely to get promoted if they had depression.

Employees might be worried that they might not be trusted with work if they were to disclose a mental health issue, or that they might be passed over for promotion.

Employees might be apprehensive that colleagues or managers won't believe the extent of the issue and think they are 'taking the mick' or being lazy.

With the average British person spending just over 1800 hours a year in work, an environment where a great number of people feel uncomfortable talking to their employer or colleagues about their mental health prevents those staff from truly being themselves, open and honest for around a third of their waking hours each and every year.

# STIGMA AROUND SUICIDE

**One in five adults experience suicidal feelings at some point in their lives. With a third of our lives spent at work, it is highly likely that there will be people struggling to cope in the workplace and possibly trying to hide it.**

For many people, work and the relationships they have with their colleagues can be an important part of their lives. Yet, in the workplace, fear often prevents people from seeking help, or supporting others who may be in crisis, or bereaved by suicide.

By saying or doing nothing, we only reinforce fears and anxieties which may cause added distress or concern for those affected. Stigma, particularly surrounding suicide, means many people thinking of taking their own life or who have attempted suicide are not seeking help and are therefore not getting the help they need.

## **There are lots of things organisations can all do to make a difference.**

The Time to Change Employer Pledge supports organisations to create a workplace culture where everyone can be open and honest about their mental health. Tools such as Wellness Action Plans (WAPs) provide a framework for line managers to have conversations with staff regarding what keeps them well at work and supports employees to identify the factors that can lead to a deterioration of their mental health.

By addressing the way we think and act about mental health we can look to support people to avoid reaching crisis.

Organisations also have the opportunity to raise awareness about suicidal thoughts and feelings, and help reduce the huge stigma that still surrounds this area, reducing the chance that someone we know might take their own life.

This Workplace Pack sets out 15 simple activities that you can introduce to your workplace to begin this effort, alongside assets that can be utilised in your internal communications to coincide with World Mental Health Day 2019.

## **A simple action we can all take - be observant to those around us, listen and ask twice.**

A death by suicide is often the result of an accumulating, complex set of circumstances or experiences in a person's life, which can include their work-life, rather than a single event.

When we see a colleague might be in need of support, we can approach them and ask how they're doing. The average person in the UK will say they are fine 14 times a day in response to this question - a person who is seeking to hide how they are truly feeling is likely to do the same. By asking twice we can demonstrate that we are genuinely interested in their response, and potentially concerned about how they're doing. We are also reinforcing that we are prepared to invest the time in listening to their answer - not just asking out of nicety.

We don't need to be experts in mental health to listen. We don't need to be afraid of not having all the answers - it's unlikely our colleagues are looking for answers from us. We simply need to be compassionate and demonstrate a willingness to listen and provide support.

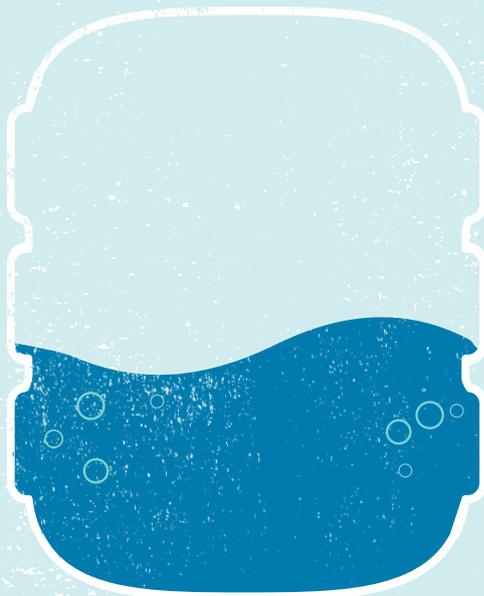
This Workplace Pack sets out activities that should look to build your confidence in initiating such a conversation and asking twice.

# LANGUAGE

We do not need to be experts in mental health in order to have a conversation regarding mental health. However, the way in which we talk about suicide can, unintentionally, be stigmatising and upsetting to people who have attempted to take their own life or have been bereaved by suicide.

The language people use to talk about suicide often stems from its historical treatment. The word 'commit' in reference to suicide comes from a time when suicide was treated as a crime. However, The Suicide Act 1961 decriminalised the act of suicide in the UK - yet the term remains very much in common usage.

The more we can use language that accurately and sensitively describes suicide in a thoughtful and compassionate way, the more we encourage a healthy and respectful way to talk about suicide.



## HOW TO TALK ABOUT SUICIDE

### Avoid stigmatising terminology, such as:

- Committed suicide
- Successful suicide
- Completed suicide
- Failed attempt at suicide
- Unsuccessful suicide

### Use appropriate terminology that is sensitive to the persons involved:

- Died by suicide
- Suicided
- Ended his/her life
- Took his/her life
- Attempt to end his/her life

# LIST OF ACTIVITIES

Sometimes we  
say we're fine  
when we're not.



ACTIVITY  
#1

# SAFETY TOOLBOX: HOW TO CHECK IN WITH A COLLEAGUE

**TYPE: GROUP ACTIVITY**

**DURATION: 10 MINUTES**

## KEY MESSAGE

**The average person says they are fine on average 14 times a day in response to the question "How are you?" But how often do we really mean it?**

**Asking twice explores how we break the pleasantries barrier to show real, care, concern and compassion towards one another.**

## LEARNING OUTCOME

**To share the key messages from the #Ask Twice Campaign at a toolbox talk with the aim of all attending understanding how by asking twice in their team, they could prevent someone from reaching crisis point.**

## ACTIVITY DIRECTIONS

Sometimes we say we're fine when we're not. The average person says they are fine on average 14 times a day in response to the question "How are you?" But how often do we really mean it? How often do we respond on auto-pilot?

Time to Change's Ask Twice campaign encourages us all to simply ask twice.

This simple act can reinforce that the listener is genuinely interested in our response and prepared to invest the time in our answer.

In a group discuss Time to Change's **Guide to Asking Twice**.

### Consider:

- What does listening demonstrate to your colleague?
- What supportive questions might you ask?
- Where might you signpost your colleague?
- How might you further build your knowledge of mental health?



## ACTIVITY #2

# HOW TO CHECK IN WITH A COLLEAGUE

**TYPE: INDIVIDUAL ACTIVITY**

**DURATION: 10 TO 15 MINUTES**

### KEY MESSAGE

The average person says they are fine on average 14 times a day in response to the question "How are you?" But how often do we really mean it?

Asking twice explores how we break the pleasantries barrier to show real, care, concern and compassion towards one another.

### LEARNING OUTCOME

To take on board the impact on oneself and another when asking twice.

### ACTIVITY DIRECTIONS

Begin the session by watching Time to Change's two Ask Twice films.

- **Film One**
- **Film Two**

Next, consult our guide on asking twice by visiting the **Time to Change Website**.

#### Some questions to aid self-reflection:

- How many times on average do you think you say you are fine?
- How many times did you actually mean it?
- Why do we find it so difficult to be honest about what we are feeling in that moment?
- What do you imagine would happen if you answered honestly?
- How would you feel if someone you asked - answered honestly how they were feeling?



ACTIVITY  
**#3**

# KEVIN HINES – THE MAN WHO SURVIVED JUMP FROM THE GOLDEN GATE BRIDGE

**TYPE: GROUP ACTIVITY**

**DURATION: 30 – 45 MINUTES  
(10 MINUTES FOR THE VIDEO AND  
25 MINUTES FOR DISCUSSION)**

## KEY MESSAGE

**A conversation can save a life.**

**Through addressing stigma and having open and honest conversations around our mental health we can support people to avoid reaching crisis.**

## LEARNING OUTCOME

**To gain an understanding of the thoughts and feelings a person who attempts to take their own life has.**

## ACTIVITY DIRECTIONS

On 24 September 2000, Kevin Hines attempted to take his own life by jumping from the Golden Gate Bridge in San Francisco.

Kevin survived and in this video shares his story and discusses the events and thoughts that led to his suicide attempt.

Begin the session by watching Kevin's story on [YouTube](#).

We would also suggest providing a warning to participants regarding the emotional nature of the video, which some people might find triggering.

Following the video, the facilitator should look to foster an organisation conversation on the themes discussed.

**The following discussion questions might provide a starting point:**

- In this video, Kevin describes the people he interacted with that morning and how they might have stopped him on his journey. How might you approach asking someone if they are OK?
- What signs did Kevin demonstrate that might indicate he was in need of support? What broader signs might suggest that someone is in need of help?
- What role did stigma play in preventing Kevin from asking for help and others to support him?



ACTIVITY  
**#4**

# REDUCING THE RISK OF SUICIDE – TOOLKIT FOR EMPLOYERS

**TYPE: INDIVIDUAL OR GROUP ACTIVITY**

**DURATION: VARIOUS**

## KEY MESSAGE

**Learning from others and implementing new tools into your workplace can really help to develop awareness around mental health and address the risk of suicide.**

## LEARNING OUTCOME

**To obtain a basic awareness and understanding of the tools available to support staff with their mental health and address the risks of suicide.**

## ACTIVITY DIRECTIONS

The message from this toolkit, produced by Business in the Community, Samaritans and Public Health England, is that suicide is preventable, but prevention requires leadership, commitment and understanding from everyone.

This toolkit sets out simple steps that you can take to embed an approach to mental health, wellbeing and suicide prevention in the workplace that could save someone's life.

Allocate time this World Mental Health Day to read the toolkit with your team and consider how you might apply the toolkit's recommendations and advice to your workplace.

You can find this toolkit [here](#).

You can find details of other toolkits on the Mental Health at Work Website [here](#).



ACTIVITY  
**#5**

# SUICIDE MYTH BUSTER EXERCISE

**TYPE: GROUP ACTIVITY**

**DURATION: 10-15 MINUTES**

## KEY MESSAGE

**Suicidal thoughts and feelings are not uncommon.**

## LEARNING OUTCOME

**To understand the incidence of suicide and suicidal feelings and gain an understanding of the impact suicide can have.**

## ACTIVITY DIRECTIONS

This is a simple activity to incorporate at the beginning or end of a team meeting as a quick and effective way of challenging the preconceptions we hold about suicide and providing a simple opportunity to expand a team's basic level of mental health awareness.

You can print off the Myth Buster flashcards from the Time to Change Website [here](#) to use as a prop.

Take each fact or myth in turn and ask the quiz participants whether they believe it is a myth or a fact. Provide the correct answer one by one, providing the associated explanation.

Even if everyone in the team knows (or guesses) the correct answer, be sure to run through the explanation - these provide facts that support the correct answer and provide the learning opportunity for your team.



ACTIVITY  
#6

## THE LANGUAGE WE USE

**TYPE: INDIVIDUAL ACTIVITY**

**DURATION: 10-15 MINUTES**

### KEY MESSAGE

**Words are powerful and can unintentionally be hurtful. We should be mindful and sensitive to the language we use when talking about suicide.**

### LEARNING OUTCOME

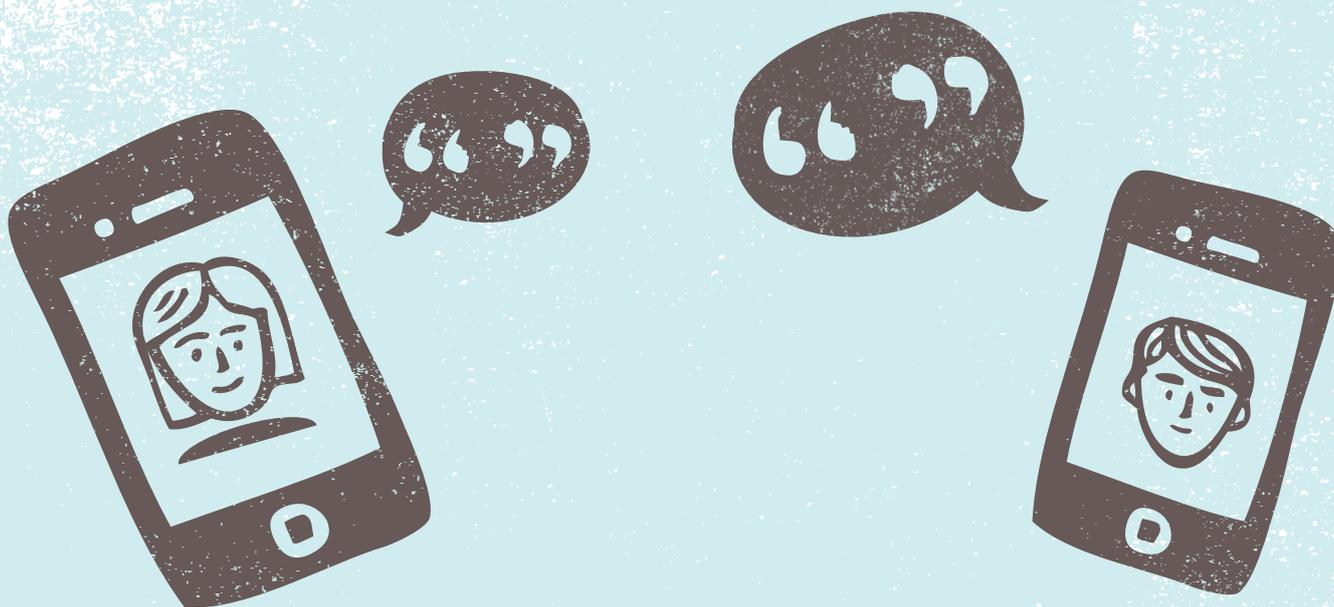
**A crucial step in reducing the stigma of suicide is to encourage dialogue. By examining the particular words used in the language of suicide, we can help facilitate this dialogue by selecting more neutral and compassionate words to describe the act.**

### ACTIVITY DIRECTIONS

Read this article on **Suicide and Language** by the Centre for Suicide Prevention, a branch of the Canadian Mental Health Association.

Consider the terms “commit suicide,” “successful suicide,” “failed suicide attempt,” and “completed suicide.”

- Do these phrases seem acceptable or appropriate?
- How might a friend or family member of a person who has taken their own life respond to this terminology?
- How might a person who has attempted to end his/her own life respond to this terminology?
- What more neutral or compassionate language might we use to describe suicide?



ACTIVITY  
#7

# SOPHIE AND ABBIE – THE STIGMA OF SUICIDE

**TYPE: GROUP ACTIVITY**

**DURATION: 20 - 30 MINUTES  
(5 MINUTES FOR THE VIDEO AND  
15 MINUTES FOR DISCUSSION)**

## KEY MESSAGE

The stigma around suicide can have an impact not only on those who seek to take their own lives, but their friends, family and co-workers.

## LEARNING OUTCOME

To gain an understanding of the impact stigma around suicide can have on the friends and family of persons who take his/her own life.

## ACTIVITY DIRECTIONS

Sophie and Abbie both lost family members to suicide, and in this video talk about their experience of the stigma around suicide and mental illness, how it has affected them, and how they would like to see a more open and supportive attitude to mental health.

Begin the session by watching Sophie and Abbie's video on the **Time to Change website**.

We would also suggest providing a warning to participants regarding the emotional nature of the video, which some people might find triggering.

Following the video, the facilitator should look to foster a conversation on the themes discussed.

**The following discussion questions might provide a starting point:**

- How can the stigma around suicide impact persons other than those who might seek to take their own life?
- What can you do to support open, honest conversations around mental health with friends, family or co-workers?
- How might open, honest conversations around mental health help to prevent a person reaching crisis?



ACTIVITY  
#8

# MENTAL HEALTH AWARENESS TRAINING

**TYPE: INDIVIDUAL OR GROUP ACTIVITY**

**DURATION: VARIOUS**

## KEY MESSAGE

**An understanding and awareness of mental health can help support our own wellbeing and the wellbeing of those we work with.**

## LEARNING OUTCOME

**A basic awareness of mental health and how it can impact both positively and negatively on our wellbeing and our performance and engagement in the workplace.**

## ACTIVITY DIRECTIONS

There are a number of mental health awareness training packages and modules which your organisation can use on and in the run up to World Mental Health Day to increase your employees' knowledge and understanding of mental health including that of suicide.

You can find information on Mind' workplace mental health training offering [here](#).

You can find information on a broader range of workplace mental health training providers on the Mental Health at Work website [here](#).



## ACTIVITY #9

# CREATE YOUR OWN "IN YOUR CORNER" FILM

**TYPE: GROUP ACTIVITY**

**DURATION: 1 - 7 DAYS**

### KEY MESSAGE

**Being there for your colleague can prevent them from reaching crisis point and help them to seek help and know it is ok not to be ok.**

### LEARNING OUTCOME

**Engage your own employees in producing the In Your Corner film helping to promote and reinforce the message to look out for your colleagues.**

## ACTIVITY DIRECTIONS

Whilst there has been a positive step change in the way mental health is viewed and talked about in England, with 4.1 million people having improved attitudes, our research shows a persistent gap between the attitudes of men and women, with men consistently showing less favourable attitudes.

We carried out research into men's attitudes towards mental health over the course of a year, compared to women, men are:

- Less knowledgeable about mental health, with more negative attitudes

- Far less likely to report their own experiences of mental health problems and less likely to discuss mental health problems with a professional
- More likely to say that mental health problems are the result of a 'lack of self-discipline and willpower'
- Three times more likely to take their own lives than women with suicide being the leading cause of death in men under 45.

The "In Your Corner" campaign was created to address these research findings and has been designed for people who don't necessarily have experience of mental health problems or talk about the topic of mental health.

The primary goal of the campaign is to encourage us all to look out for friends, family members and colleagues. Simply having someone in your corner can make all the difference when it comes to experiencing mental health problems.

Our In Your Corner campaign video has proven extremely popular, spurring many of Time to Change's Pledged Employers to develop their own videos to support internal communications and delivery of internal mental health and wellbeing campaigns.

You can find Time to Change's original In Your Corner Film [here](#).

You can find an example of an employer created film, produced by Thames Water [here](#).

You can find a guide to producing your own In Your Corner Film including a storyboard and script [here](#).

## ACTIVITY #10

# IDENTIFYING THE DRIPS IN YOUR LIFE

**TYPE: INDIVIDUAL OR GROUP ACTIVITY**

**DURATION: VARIOUS**

### KEY MESSAGE

**The ongoing stresses of life can have a growing impact on our mental health. Identifying those drips are key to managing our mental health and wellbeing.**

### LEARNING OUTCOME

**An increased awareness of the drip drip effects on our mental health and understanding of how a Wellness Action Plan might help support us manage our own wellbeing.**

### ACTIVITY DIRECTIONS

Many struggle because they don't think or realise they are struggling. Over time the 'drip drip' effect of the ongoing stresses of life can have a growing impact on our mental health. Identifying those drips are key to managing our mental health and wellbeing.

The Wellness Action Plan (WAP) is a tool to help you and your employees share what keeps you well at work and when and why you might become unwell. It helps you improve wellbeing or support recovery. It is based on a Wellness Recovery Action Plan (WRAP) - an evidence-based system for managing mental health.

#### On your own or in a group:

- Give individuals time to write all the things that stress them out, in and out of work, and encourage them to have a small group discussion with one another.
- Ask people to take a look at Wellness Action Plans which you can download [here](#).
- Write down and discuss in small groups all the things that keep them well and that they enjoy doing.



ACTIVITY  
**#11**

# ANY PLACE IS THE RIGHT PLACE TO TALK ABOUT MENTAL HEALTH

**TYPE: INDIVIDUAL ACTIVITY**

**DURATION: 30 MINUTES**

## KEY MESSAGE

The thought of asking another person if they have thoughts about suicide makes many people feel uncomfortable, but by asking a difficult question around suicide you could save someone's life.

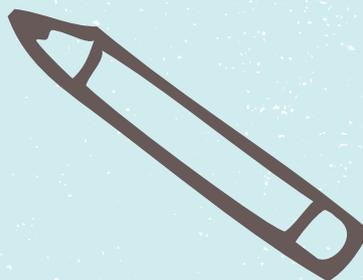
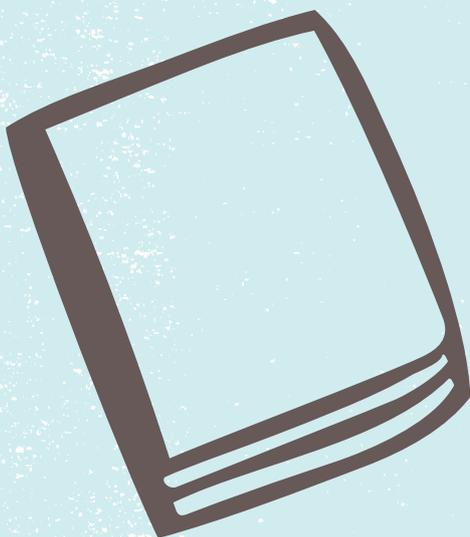
## LEARNING OUTCOME

Participants to consider how they would approach challenging conversations regarding suicide and suicidal feelings.

## ACTIVITY DIRECTIONS

This guide produced by Time to Change, sets out how employees might approach uncomfortable conversations and tips/tools to support beginning these conversations.

Employees should allocate themselves 30 minutes to read the guide and gain an understanding into how to start a conversation. The guide can be found [here](#).



## ACTIVITY #12

# PERSONALISING PERSONAL STORIES

**TYPE: GROUP ACTIVITY**

**DURATION: VARIOUS**

### KEY MESSAGE

**Everyone has their own personal lived experience of mental health. Individuals are experts in their own lived experience and by listening we can understand how best to provide support.**

### LEARNING OUTCOME

**Participants to consider how they would approach challenging conversations regarding suicide and suicidal feelings given an increased understanding of what different personal experiences might look like.**

### ACTIVITY DIRECTIONS

Many Champions have shared that they wouldn't have understood or appreciated another's experience until it happened to them. This activity is about visiting the personal stories people have shared with Time to Change and learning from them.

**Below are some points on how to facilitate the session:**

- Print out a number of personal stories for people to read in groups. You can pick as many or related stories as you want from our personal stories page [here](#).
- Ask people in small groups - what would they want or need in terms of support from their colleagues, line manager and organisation if they were in that situation.
- Facilitate a wider discussion around how people might feel offering what they have cited they need to others.

### Questions to consider whilst facilitating

- What do you think that person would need from a supporter?
- How would you, personally, approach supporting that person?
- What would be going around in your mind/ how would you feel as you support them?



ACTIVITY  
#13

## 'LET'S TALK ABOUT THIS?'

**TYPE: GROUP ACTIVITY  
(INCLUDES A SOLO ACTIVITY)**

**DURATION: 60 MINUTES**

### KEY MESSAGE

The thought of asking another person if they have thoughts about suicide makes many people feel uncomfortable, but by asking a difficult question around suicide you could save someone's life.

### LEARNING OUTCOME

Participants to consider how they would approach challenging conversations regarding suicide and suicidal feelings.

### ACTIVITY DIRECTIONS

Download our flashcards [here](#).

#### Prior to delivering the activity:

- Highlight that it's not a judgemental activity and is one to help people have an honest and open discussion around suicide.
- We would also suggest providing a warning to participants regarding the emotional nature of the activity, which some people might find triggering.

#### To deliver the activity:

- To begin the session, we suggest carrying out a group agreement that includes respect for people in having an opinion, being supportive and non-judgemental and that the session is bound by confidentiality.
- Divide the participants into 5 small groups (or if in a small group in pairs) and give each group / pair a card with a flashcard including a quote and the questions to be discussed.
- Provide each group around 5 minutes to discuss their flashcard, then rotate the cards until every group has discussed all five flashcards.
- Once every group has had a chance to discuss each quote bring the group together to have a final discussion based on what they discussed in their smaller groups / pairs.



ACTIVITY  
**#14**

# HOW TO SUPPORT SOMEONE WHO IS SUICIDAL

**TYPE: SOLO ACTIVITY**

**DURATION: 20 MINUTES**

## KEY MESSAGE

**Anyone can have suicidal feelings, whatever their background or situation in life. Suicidal feelings have a wide range of possible causes, but there are lots of things that we can each do that might help to support someone who is feeling suicidal.**

## LEARNING OUTCOME

**An understanding of how to support someone who feels suicidal, what you can do and where you can go for support.**

## ACTIVITY DIRECTIONS

Suicidal feelings can range from being preoccupied by abstract thoughts about ending your life or feeling that people would be better off without you, to thinking about methods of suicide or making clear plans to take your own life.

**STOP Suicide** is an award-winning suicide prevention campaign based in Cambridgeshire and Peterborough.

They produce a number of resources including short, simple leaflets with practical information and guidance.

You can find their leaflet on Supporting Someone who is Suicidal [here](#).

### After reading this leaflet ask yourself:

- Do you know the warning signs to look out for?
- How would you approach a conversation with someone you are worried about?
- What support might you need yourself in supporting someone you are worried about?



ACTIVITY  
#15

# HOW TO SUPPORT SOMEONE FEELING SUICIDAL

**TYPE: SOLO ACTIVITY**

**DURATION: 20 MINUTES**

## KEY MESSAGE

**Anyone can have suicidal feelings, whatever their background or situation in life.**

**Suicidal feelings have a wide range of possible causes, but there are lots of things that we can each do that might help to support someone who is feeling suicidal.**

## LEARNING OUTCOME

**An understanding of how to support someone who feels suicidal, what you can do and where you can go for support.**

## ACTIVITY DIRECTIONS

Suicidal feelings can range from being preoccupied by abstract thoughts about ending your life or feeling that people would be better off without you, to thinking about methods of suicide or making clear plans to take your own life.

Mind produces a number of informational support guides. This 20 page booklet explains how to support someone who feels suicidal, giving practical suggestions for what you can do and where you can go for support.

You can find the guide [here](#).

On the notes pages on page 16 and 17, write down the key takeaways you think are important to bear in mind in your workplace moving forwards.

### After reading this booklet, ask yourself:

- How can you help someone to talk about their suicidal feelings?
- How can you offer emotional support?
- What organisations offering support could you signpost towards?
- What support might you need yourself in supporting someone you are worried about?



# COMMUNICATING THE ASK TWICE MESSAGE



We have created a set of downloadable materials for use in the workplace - whether that is in the office, out on site or in a warehouse - that will help to support you in spreading our key Ask Twice message across your organisation and raise awareness of mental health stigma.

## VIDEO FOR SOCIAL CHANNELS AND PLASMA SCREENS



Time to Change's Ask Twice campaign video effectively and humorously illustrates the circumstances in which we will often assert that we're fine.

Our downloadable video files are perfect for featuring on internal plasma screens and webpages:

**Ask Twice Downloadable Video with Subtitles**

**Ask Twice Downloadable Social Media Video**

Whilst our YouTube videos are a simple way to communicate the Ask Twice message on internal social media channels such as Slack or Facebook Workplace or for embedding on your intranet.

**Ask Twice Campaign Video 1**

**Ask Twice Campaign Video 2**

## POSTERS

Our bright and visual posters are ready to be printed, either in the office or by a professional printer.

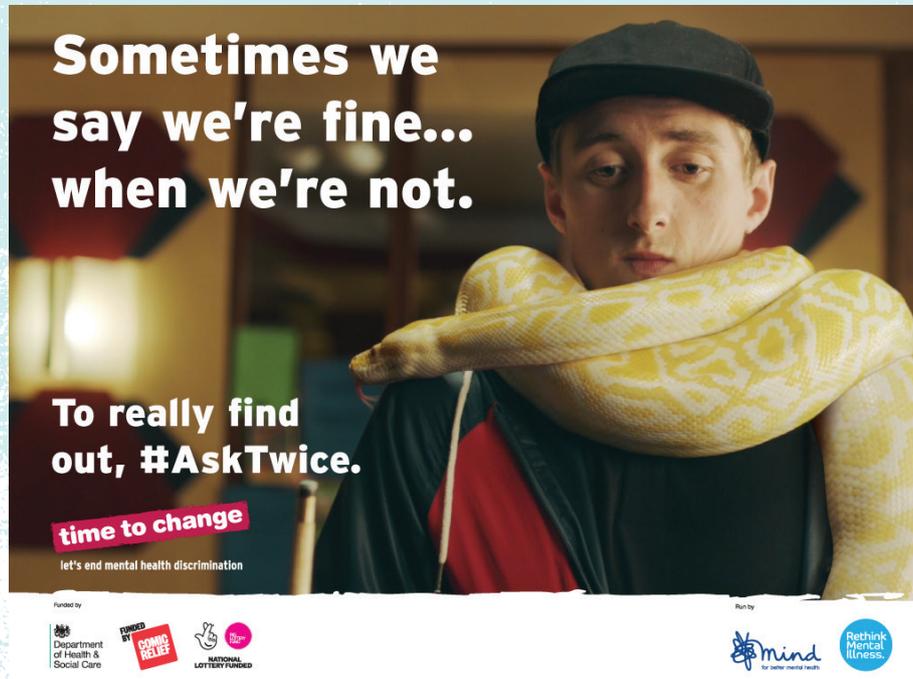
They're perfect for staff rooms, common areas - even the back of toilet room doors!

Find them [here](#).



# DESKTOP BACKGROUND / SCREENSAVER

A great way to share a message in an office is through an all-staff **desktop background**. It's the first thing people will see when they login in the morning and often one of the last things they will notice at the end of the day too.



# PLASMA SCREEN ADVERTISEMENTS

If your office or reception area displays internal communications on landscape plasma screens, these can be a fantastic way to spread the Time to Talk Day message in high footfall areas and to your organisation's guests and visitors. We have static images and subtitled videos you can make use of depending what suits your set up best.



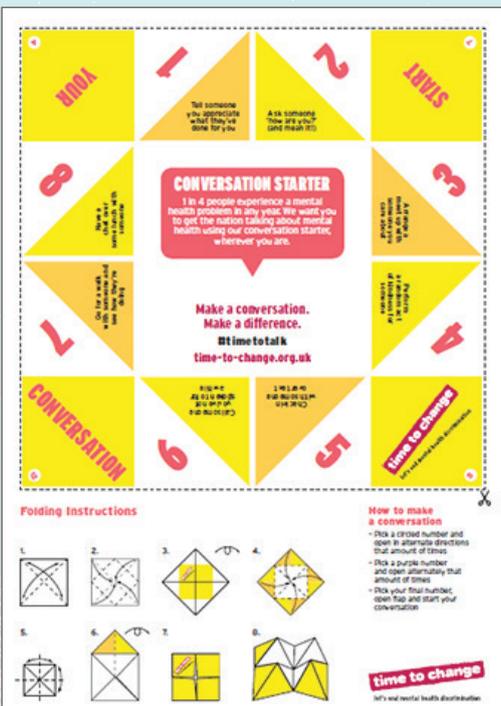
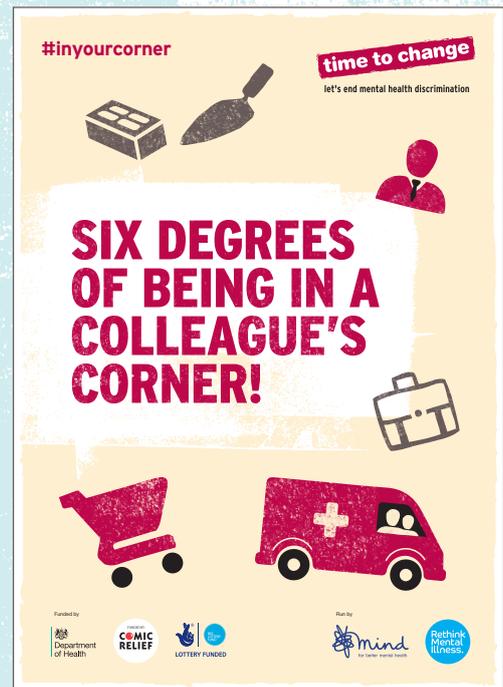
# TIP CARDS

Filled with ideas around starting the conversation, these are easy to read or pop into a pocket or wallet. Hand them out at an event, or leave them in areas where people will find them and read them. **Print-ready artwork** for office or professional printing.



# SIX DEGREES OF BEING IN YOUR COLLEAGUES CORNER

This booklet helps you to reach out to not only the colleagues that you work with closely but also those colleagues who you don't see on a day to day or more. There is even a section around how to reach yourself and be in your own corner! You can find it [here](#).



# CONVERSATION STARTER

These origami conversation starters are a popular way of starting conversations and work well at events where people can fold and use them. **Print ready artwork** to print and make in the office.

# INTRANET UPDATE AND TEMPLATE STAFF EMAIL

**Below is a brief update you can include on your organisation's intranet or Sharepoint site to introduce World Mental Health Day and encourage employees to get involved. If you are planning to run an event in your workplace you could also use this as an opportunity to promote your event too.**

We also recommend sending a staff email from the most senior contact possible (perhaps whoever signed your organisation's Pledge or a senior champion for mental health and wellbeing) and preferably not in the HR team in order to break the subject of mental health out of the 'HR box.'

Regardless of how and from whom you distribute the below copy, be sure to tailor it for your organisation.

## YOU CAN TALK ABOUT MENTAL HEALTH AT WORK

**Thursday 10 October 2019 marks World Mental Health Day**

At **[Organisation Name]**, we know that it benefits all of us to talk about mental health..

**[Reference any existing mental health initiatives currently being delivered. What work has been done to date in delivering your Time to Change Employer Action Plan? Or use this opportunity to highlight some of the successes of your Mental Health Awareness Week activity in May].**

1 in 4 of us will experience mental health problems this year and having a colleague in your corner can make all the difference. That's why this World Mental Health Day we are delivering a series of events and activities to support your confidence in having conversations around mental health and build your understanding of mental health issues in and out of the workplace.

**[Provide details of your activities and events].**

There are, however, lots of different ways to have a conversation about mental health and you don't have to be an expert to talk. If you're unable to attend one of our events, why not visit **[www.time-to-change.org.uk/asktwice](http://www.time-to-change.org.uk/asktwice)** and find out how the simple act of asking twice can help support our conversations with friends and co-workers.

# STAFF NEWSLETTER OR MAGAZINE ARTICLE

Below are some tips about how to build a strong article for your newsletter or magazine about World Mental Health Day:

## PERSONAL STORY

Try to open with a quote or a paragraph from a colleague who has experienced a mental health problem.

An individual employee writing about their experience and how being able to be open about it has helped them will make a powerful introduction.

## THE ORGANISATION'S PERSPECTIVE

Include a quote or paragraph from someone senior within your organisation about why they're supporting Time to Change and World Mental Health Day and why challenging stigma is important to the organisation.

## INFORMATION ABOUT THE CAMPAIGN

Include a short description of what the campaign is, and how people can find out more and get involved in your organisation's activities.

## SIGNPOST TO RELEVANT SUPPORT

Let your colleagues know what resources are available to them and what they can do if they're worried about their mental health.



# SIGNPOSTS TO SUPPORT

It's great to start the conversation in your workplace and we hope that our campaign materials and ideas help you to do this. Sometimes this can mean that people currently experiencing mental health problems will need some support as sensitive conversations may bring up difficult things.

We would encourage you to highlight the support tools that you currently offer employees within your organisation but you may also like to use some of ours too so please feel free to use the below text or link to our [support page online](#).

If you are experiencing mental health problems or need urgent support, there are lots of places you can go to for help. Time to Change is focusing on changing how we all think and act about mental health. We're not able to provide individual or emergency support for people in crisis, but there are lots of people who can. They are listed here:

## MIND INFOLINE

**Telephone: 0300 123 3393**  
**(9am-5pm Monday to Friday)**  
**Email: [info@mind.org.uk](mailto:info@mind.org.uk)**

**Website: [www.mind.org.uk/help/advice\\_lines](http://www.mind.org.uk/help/advice_lines)**

Mind provides confidential mental health information services. With support and understanding, Mind enables people to make informed choices.

The Infoline gives information on types of mental distress, where to get help, drug treatments, alternative therapies and advocacy.

Mind also has a network of nearly 200 local Mind associations providing local services.

## SAMARITANS

**Telephone: 116 123 (Free 24 hours a day)**  
**Email: [jo@samaritans.org](mailto:jo@samaritans.org)**

**Website: [www.samaritans.org](http://www.samaritans.org)**

Provides confidential, non-judgmental emotional support for people experiencing feelings of distress or despair, including those that could lead to suicide. You can phone, email, write a letter or in most cases talk to someone face to face.

## CALM (CAMPAIGN AGAINST LIVING MISERABLY)

**Telephone: 0800 58 58 58**  
**(Helpline, 5pm - Midnight, 7 days a week)**  
**Email: [info@thecalmzone.net](mailto:info@thecalmzone.net)**

**Website: [www.thecalmzone.net](http://www.thecalmzone.net)**

The Campaign Against Living Miserably is a charity which exists to prevent male suicide in the UK.

They run a dedicated support line and online webchat for men who are experiencing emotional distress or who are in crisis.

It also seeks to challenge a culture that prevents men from seeking help when they need it.



## PAPYRUS

Telephone: 0800 068 4141  
(Freephone helpline, Mon-Fri 10am - 10pm,  
Weekends 2pm - 10pm)  
Email: [pat@papyrus-uk.org](mailto:pat@papyrus-uk.org)

Website: [www.papyrus-uk.org](http://www.papyrus-uk.org)

Papyrus is a national charity for the prevention of young suicide.

It runs HOPELineUK, a dedicated suicide prevention hotline for anyone up to age of 35 who may be feeling suicidal, or anyone who is concerned about a young person.

## ELEFRIENDS

Website: [www.elfriends.org.uk](http://www.elfriends.org.uk)

Elefriends is a supportive online community where you can be yourself. Elefriends is run by **Mind**.

## RETHINK MENTAL ILLNESS ADVICE LINE

Telephone: 0300 5000 927  
(10am-2pm Monday to Friday)  
Email: [info@rethink.org](mailto:info@rethink.org)

Website: [www.rethink.org/about-us/our-mental-health-advice](http://www.rethink.org/about-us/our-mental-health-advice)

Provides expert advice and information to people with mental health problems and those who care for them, as well as giving help to health professionals, employers and staff.

## SANELINE

Telephone: 0845 767 8000 (6pm-11pm)

Website:  
[www.sane.org.uk/what\\_we\\_do/support/helpline](http://www.sane.org.uk/what_we_do/support/helpline)

Saneline is a national mental health helpline providing information and support to people with mental health problems and those who support them.

If you're a carer needing support you can contact all of the above as well as **Carers Direct** and the **Princess Royal Trust** for Carers, both of whom are able to provide support and advice on any issues affecting you.



**time to change**

let's end mental health discrimination

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