

Healthy Heads Talk No 3.

Sharing the load

Talk is about how we can support one another.

How it can be as simple as having a chat with a mate.

You should familiarise yourself with the 'Supporting a workmate' section in the Workforce Handbook.

While there is a lot of detail in there the talk won't cover specifically, you'll be better placed to talk confidently and answer questions.

Even if the answer is to direct them to the Handbook.

Take the time to have a couple of rehearsals, using the following script as a guide.

Don't be afraid to find your own words.

Just remember, we want to clear, concise and approachable.

We want to encourage people to talk more about how they are feeling.

The more we talk about this stuff, the more we understand and the better we all become.

Slide 1 – Sharing the load

Script

This Healthy Heads Talk about how we can support one another.

How we can share the load. Something that is at the heart of Healthy Heads.



[Scan here to download the Healthy Heads App](#)

Slide 2 – Helping your workplace be a healthy and thriving workplace.

Script


Healthy Heads in Trucks & Sheds is about helping your workplace be a healthy and thriving workplace. Something I think we all want.

This ambition is of course an ongoing thing.
It's not something we can simply set and forget.
It's something we as individuals can help to make a reality every day by doing a couple of things.
Any ideas what they might be?

Action note: *Acknowledge and discuss any answers or lean into the silence if it happens.*

Firstly, there's being aware.
Aware of how we are feeling in ourselves and of how others are going.
Only when we're aware we can do something about a problem.
Whether our own problem, or someone else's.

Secondly, by being there for one another.


Healthy Heads in Trucks & Sheds
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Healthy Heads in Trucks & Sheds is about helping your workplace be a healthy and thriving workplace.

- Being aware
- Being there for one another

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Slide 3 – A cuppa and a chat can make a difference.

Script

A cuppa and a chat can make a difference.

A quiet chat over a tea or coffee is often when we unload 'stuff'.

I've done it. I'm sure others of you have.

Just having someone listen can make us feel better about things.

Who's knows the old saying: 'A problem shared is a problem halved'?

Action note: Acknowledge the nods or lean into the silence if it happens

Old sayings usually have a lot of truth to them.

What about the old expression of 'bottling stuff up'?

Action note: Again, acknowledge the nods or lean into the silence if it happens

It's another expression that stays relevant.

Largely because we are all prone to bottling stuff up.


Can I get a show of hands if you have?

Action note: You of course raise your hand and acknowledge those who join you.


Seriously, it isn't good for us.

Better to get stuff off your chest with someone you can relate to.

Someone who won't judge you. Like a mate.


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A cuppa and a chat can make a difference.



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Slide 4 – It's about gaining perspective.

Script

Getting another's angle on things.

Sometimes what seemed a big deal, can be a simple fix.

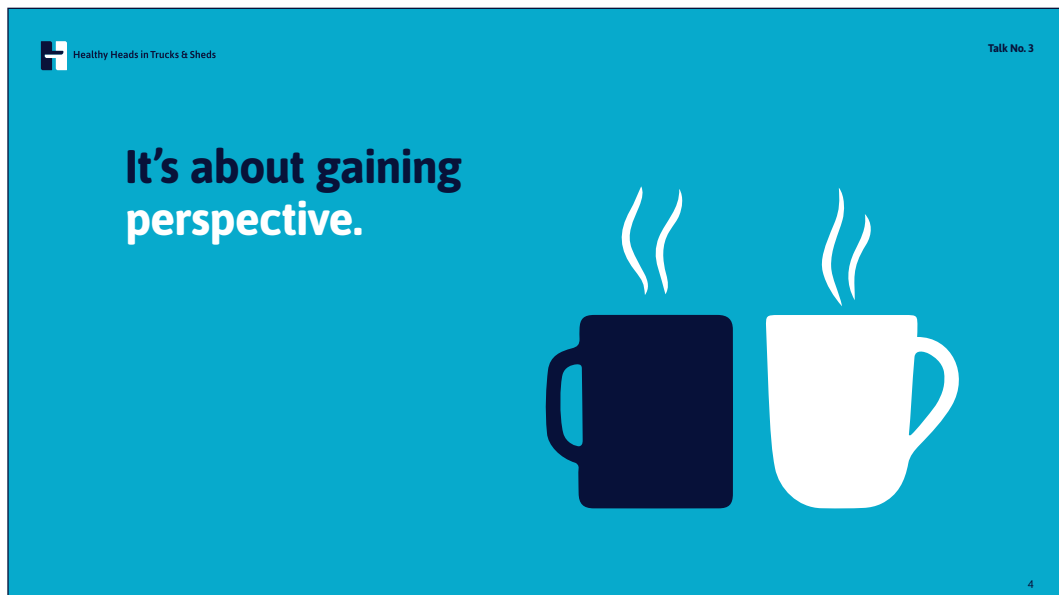
Other times, it may be just the encouragement we need to pick up the phone, or jump online and seek some expert help.

Whether you seek out a mate you can open-up to, or you ask a mate 'are you okay?', checking in with one another is something we can all do.

Now, who's thinking:

'What if I ask a mate if they're okay and they reveal a serious problem?'

Action note: Acknowledge any nods etc. before clicking to the next slide.



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Slide 5 – You don't have to have the answers.

Script

What is important to remember is
you don't have to have all the answers.
Just listen without judgement.
And suggest where they can get expert support.
And there are many.
Some where you can talk to someone.
Others are via text or email.
People can choose which way they feel comfortable talking
with someone about stuff.
Also, people often try different options
before they find the service that fits them best.
It is just a natural part of the process of finding help.


Healthy Heads in Trucks & Sheds
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You don't have to have the answers. Just where to get expert support.

- **Lifeline** 13 11 14
- **Lifeline Text** 0477 13 11 14
- **Beyond Blue** 1300 224 636
- **Mensline** 1300 789 978
- **R U OK?** hello@ruok.org.au



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Slide 6 – A five-step plan for check-ins.

Script

As ever, the Handbook has a lot more about having a helpful chat with mate. It breaks in down into five steps.

From getting yourself ready to following them up afterwards.

To really get an understanding of this stuff it is worth reading through.

Members can access and download the Handbook from healthyheads.org.au

The more we learn about this stuff, the better we can talk about it, and the better we all become.


Talk No. 3

A five step plan for check-ins.



The benefit of regular check-ins

- You'll increase trust and connection with your workmate. This will help them feel more comfortable to reach out if they are struggling.
- They will increase your understanding and awareness about your workmate's baseline behaviours, e.g. what is their usual work style? How do they normally deal with work loads and challenges?
- You'll notice the changes in behaviour, which may indicate you need to provide support.

Whether you work as a full-time, part-time, casual, contractor or sub-contractor, getting to know your workmate is one of the most effective ways to support their mental health and wellbeing. Try taking the following actions to get to know them.

The five steps to effective check-ins

1 - Getting ready

- Check in with yourself**
Make sure you're in the right frame of mind to have the conversation.
- Know how to connect**
Think about the best place to talk about a personal or work-related concern. Ask yourself: 'Is it quiet and private? Will they feel physically and psychologically safe?'
- Prepare yourself**
Think about what you want to say. Be clear on why you are concerned about your workmate. What have you noticed that concerns you? Understand what tools and support you can share with them once you understand what the challenge may be.
- Understand your role and impact**
Approach the conversation with the right mindset:
 - you are there to listen and don't need to bring solutions or have the answer to their concern.

Sometimes you might feel nervous or uncomfortable in discussing mental health and personal matters with your workmate. Remember to take a bit of your own time to think about how you feel comfortable. There's no right or wrong way to do this.


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Slide 7 – Support online and on hand.

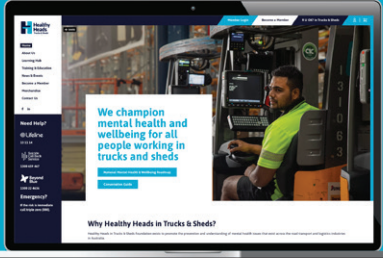
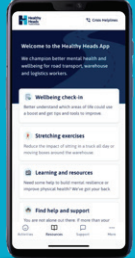
Script

As ever there's heaps more on the website and on the Healthy Heads App.
Stuff to read, learn and watch.
Any questions?


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Support online and on hand.

- healthyheads.org.au
- Learning Hub.
- Healthy Heads App.
- Workforce Handbook.

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