

TOOLBOX TALK #5

Developing a Supportive Culture



Today, we are going to talk about an essential aspect of our construction family - the importance of developing a supportive culture on the job site, particularly when it comes to mental health. We are not just building structures, we are building a community that cares for one another. Let's explore why a supportive culture matters, its impact on mental health, and ways we can create this environment together.

Overview of a Supportive Mental Health Culture

A supportive mental health culture goes beyond mere acknowledgment; it is about actively creating an environment where individuals feel safe, valued, and supported in their mental health journey. It involves breaking down stigma, encouraging open dialogue, and providing resources for those who may need support.

Importance of a Strong Mental Health Culture

Having a robust mental health culture is essential for several reasons;

- 1. Enhances Well-being:** A supportive culture promotes the overall well-being of individuals, contributing to both personal and professional growth.
- 2. Strengthens Team Dynamics:** Fostering a supportive environment strengthens the bonds within our team, creating a resilient and cohesive construction family.
- 3. Reduces Stigma:** A culture of support reduces the stigma associated with mental health, encouraging open conversations and proactive help-seeking.

GROUP DISCUSSION:

How can we, as a crew, actively work towards building trust and openness when it comes to discussing mental health? What specific steps or initiatives can we implement to create an environment where team members feel comfortable sharing their mental health experiences and seeking support?

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Developing a Supportive Mental Health Culture on the Job

1. Open Dialogue and Communication:

- a. Encourage open conversations about mental health. Make it clear that discussing mental health is welcomed and accepted.
- b. Provide opportunities for team members to share experiences, challenges, and successes related to mental health.

2. Training and Education:

- a. Educate the crew on recognizing the signs of mental health challenges and how to support colleagues in need.

3. Accessible Resources:

- a. Ensure that mental health resources, such as Employee Assistance Programs (EAPs) and external support services, are easily accessible and well-publicized.
- b. Promote the use of these resources and create a culture where seeking help is encouraged.

4. Leadership Support:

- a. Leadership plays a pivotal role in setting the tone for the entire crew. Leaders should openly discuss mental health, express support, and model healthy behaviors.
- b. Encourage leaders to be approachable and receptive to concerns related to mental health.

Steps for Individuals and Crews

1. Check-In Regularly:

- a. Take the time to check in on your colleagues. A simple "How are you doing?" can make a significant difference.
- b. Actively listen when someone shares their feelings, and offer support without judgment.

2. Normalize Self-Care:

- a. Normalize self-care practices such as taking breaks, getting enough sleep, and engaging in activities that promote mental well-being.

3. Celebrate Successes:

- a. Celebrate achievements, milestones, and successes as a team. Positive recognition can boost morale and contribute to a supportive culture.

988 Lifeline

TEAM 1-800-634-7710

Additional resources can be found at www.northcountrycarpenter.org/mental-health