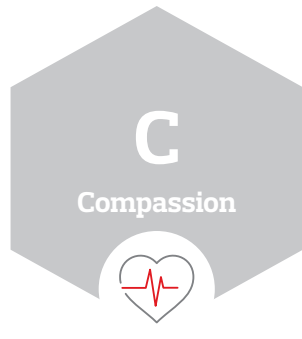


# How to support a teammate in distress



Is your teammate **acting differently**? Have they been sad, moody or restless lately? Have they lost interest in some of their favourite activities?

Consider if they're going through **difficult times**, like divorce or illness, and trust your instincts – If they look like they're struggling, ask R U OK?



Put yourself in their shoes, and show support. This could be as simple as having a casual chat in a private environment and asking **R U OK?**

Try to **listen** without judgement and ask open-ended questions. **Encourage** them to seek help, and **check in** a few days later to see how they're doing.



If your teammate confirms they're struggling, **suggest** they take one of these options:

- Make an appointment with their GP
- Call their Employee Assistance Provider
- Call a helpline: Lifeline 13 11 14, SANE 1800 688 382, Beyond Blue 1300 224 636



Working and staying **connected** with their team can help recovery. Encourage your teammate to **engage** with their manager and HR, and **continue working**, even if it's part time or with fewer duties.



Inspire your teammate to **start moving** with enjoyable activities, like walking, swimming or cycling.

Set **small goals**. Create daily **exercise** rituals. Or offer to go out for a lunchtime walk together for a quick chat and some fresh air.

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WeCARE was developed by resilience author and expert Graeme Cowan and award-winning eLearning specialist Brendan Carter, founder of The Learning Hook Pty Ltd. The diagram above and the ICARE and WeCARE trademarks are used with their permission.

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