



KNOW THE SIGNS — BEFORE IT'S TOO LATE

What to Watch For · What to Listen For · What to Do Next

1 IN 3

of us feel sure we'd
actually spot the signs

RISK ≠ CERTAINTY

most people with risk factors
never attempt suicide

NEW OR WORSE

signs that are new or growing
matter most — act on those

WHAT YOU MIGHT NOTICE

Changes in how someone acts — especially new ones, or ones that are getting worse:

- Pulling away from the crew, canceling plans going quiet.
- Giving away tools, gear, or personal items.
- Drinking or using medications/drugs more than usual.
- Taking risks that aren't like them — cutting corners, driving too fast.
- Sleeping or eating a lot more or less than normal.

THE CLEAREST SIGN TO ACT NOW:

Making a plan, or looking into ways to do it. Don't wait - say something and get them help today.

YOU DON'T HAVE TO BE SURE

Most people who show these signs are struggling — not necessarily in immediate danger. But noticing and asking never hurts. Staying quiet might.

WHAT YOU MIGHT HEAR

These aren't hypothetical — sometimes said plainly, sometimes as a joke:

- “I'm just a burden to everyone.”
- “I want to die.” / “I don't want to be here anymore.”
- “There's no way out of this.”
- “I can't take much more of this.”

*Don't wait for someone to say it twice.
Take it seriously the first time.*

IT'S NOT ALWAYS SAID STRAIGHT

Sometimes it comes out as a joke, or is buried in a normal complaint. The tone matters less than what's actually being said. If something lands wrong, trust that.

IF THEY SAY IT — BELIEVE THEM

You don't have to be a counselor to take it seriously. Ask directly, then get them to 988 or your foreman — today.

01

CHECK IN DIRECTLY

If you notice a change, ask plainly — “You doing okay? You've seemed different lately.”

02

DON'T SIT ON IT

Tell your foreman, peer connector, or navigator, and call 988 with them — today, not next week.

03

STAY IF IT'S SERIOUS

If someone says they're in danger now, don't leave them alone — call 988 or 911 and stay.

DON'T WAIT — SAY SOMETHING TODAY

In danger right now? Call 911.

Otherwise: Call or Text 988 · 24/7, Free & Confidential

You don't have to be sure. You just have to say something.
COMPASS // MENTAL HEALTH & SUICIDE AWARENESS // SESSION 03

COMPASS | Toolbox Talk Series Session 03 of 06 | For Supervisor Use | Print & Post on Site