

# STARTING THE — CONVERSATION



Open the Door · Listen Without Fixing · Get Them Real Help

## ONLY 18%

of us feel comfortable talking  
to a coworker about mental health

## WE HELP PEERS FIRST

we're more willing to help a coworker  
than to ask for help ourselves

## DOESN'T PLANT THE IDEA

asking about suicide doesn't  
increase the risk

### OPEN THE DOOR

*You're probably more willing to do this for a crewmate than you'd expect anyone to do for you. That's exactly why it matters.*

- If something feels like a cry for help — trust it. Don't wait for a better moment.
- Approach calmly, without judgment.
- Ask directly: “Are you thinking about suicide?”
- Asking doesn't plant the idea — it opens the door. Staying quiet doesn't protect anyone.

#### IF DANGER FEELS IMMEDIATE:

**Call 988 or 911 right now.  
Don't leave them — stay until  
help arrives.**

#### YOU DON'T NEED SPECIAL TRAINING

You just need to care enough to ask — and most of us already do. That's the hard part done.

#### CONNECTS TO SESSION 03

Session 03 taught you what to watch and listen for. This is what you do once you've noticed.

### LISTEN — DON'T FIX

- Give them your full attention. Let them talk.
- Listen for anything that sounds like an opening — a reason to keep going, doubt about their plan.
- If you hear one, don't rush past it. Say so: “It sounds like part of you wants to keep going.”

#### YOUR JOB IS TO LISTEN AND CONNECT THEM TO HELP

**Connecting them to real help — a peer connector or navigator. Don't build a plan yourself. A trained counselor or 988 crisis responder handles that part.**

### AFTER YOU CONNECT THEM

Check in again tomorrow. One conversation doesn't have to fix everything - stay present and engaged.

## 01

### ACCEPT THE INVITATION

If a crewmate's giving you an opening, take it — don't wait for a better time.

## 02

### LISTEN WITHOUT FIXING

Let them talk. You're not there to solve it, just to hear it.

## 03

### GET THEM TO REAL SUPPORT

Call 988 with them, or connect them to your EAP — trained help, not you alone.

## STAY WITH THEM. GET THEM HELP.

**In danger right now? Call 988 or 911 — and stay.  
Call or Text 988 · 24/7, Free & Confidential**

*You don't have to have the plan. You just have to stay.*  
COMPASS // MENTAL HEALTH & SUICIDE AWARENESS // SESSION 04

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