

Frontline

A NEWSLETTER FOR SUPERVISORS FROM REACH EMPLOYEE ASSISTANCE
www.reachline.com Winter 2020

Helping An Employee With Suicidal Concerns



One of the greatest challenges a leader can face is supervising an employee that admits to thinking or feeling suicidal. Preparing how to appropriately respond is critical to assisting the employee get the immediate help they need. Consider the following guidelines.

- ❖ As a general rule, anyone verbalizing or considering suicide should be taken seriously and steps should be taken to refer them for a professional evaluation. Consult with your HR team and REACH for policy and referral related guidance.
- ❖ Should there appear to be immediate danger, notify your HR team, company security, and/or call 911.
- ❖ REACH can provide direction to properly assess the situation and assist in referring the employee for an evaluation. In some cases, the REACH counselor may want to speak to the employee over the phone to assess the immediate concerns and make recommendations.
- ❖ Offer concern and support while being careful to not prejudge, diagnose, or offer personal advice. Remind the employee that REACH is a confidential resource especially designed to assist with depression and suicide related concerns.
- ❖ Protect the employee's privacy with regard to other employees knowing and when seeking support on their behalf.
- ❖ Working with a team member's suicidal concerns can be highly stressful. Take positive steps to preserve your own mental health by getting needed support from REACH.

Consultation Services

REACH provides consultation services for a variety of concerns that may affect you in your role as a supervisor. As well as providing confidential short term counseling, assessment and referral services for personal and professional concerns, REACH is available to advise you on the following employee related challenges:

- ▶ Mental Health
- ▶ Substance Abuse
- ▶ Critical Incidents
- ▶ Violence or Threat
- ▶ Leadership Skills
- ▶ Job Performance



To speak to a REACH supervisor consultant call 1-800-273-5273

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Leadership Resources

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 **REACH**
Employee Assistance, Inc.