

Toolbox Talk

May is Mental Health Awareness Month

Mental health is a personal issue, a family issue, a society issue, and a construction industry issue. Two mental health conditions that are most frequently observed in the workplace are depression and anxiety. For many years it was considered taboo to talk about mental health at work, but that is no longer the case.

- 1 in 5 adults in the US experiences a diagnosable mental health condition, making it more common than cancer, diabetes and/or heart disease.
- Of those with diagnosable mental health condition, 56% do not seek treatment.

It is important to treat mental health like we do physical health. We do not blame individuals for getting sick so we should be accepting of individuals who may be struggling with mental health issues. Earlier this year, a team of employees recommended that we distribute hard hat stickers during May to improve awareness and reduce stigma associated with discussing mental health. They used the green ribbon, which is the international symbol of mental health awareness, for the center of their design and included the 988 number to call or text. In the same way that we call 911 for help in the case of a physical emergency, we can call 988 for a mental health emergency. For more information, check out the BUILD May Newsletter article by scanning the QR Code below or clicking this link: <https://www.reedbuild.org/post/mental-health-awareness>.



The Reed Family Companies' Safety Culture is built on a foundation of caring for each other. Coming to work despite anxiety, impairment, and other distractions can lead to loss of attention and focus which increases the chances of a safety incident. We all experience highs and lows in life and sometimes we need the support of others. Checking in with your crew members to let them know your care demonstrates respect and concern for their wellbeing. We hope that the simple visible presence of these Mental Health Awareness stickers will encourage those struggling with mental health to seek help or to reach out to others for support.