



Welcome! The meeting will begin shortly.



***Safe to Speak: Mental
Health at Work***

Announcements

- Thanks for joining us today! We're HYBRID
- Mayor's Exemplary Schools Program is now accepting applications!
- Virtual participants, please remain muted during the presentation
- Questions will be answered at the end of the presentation

Moderators for today's meeting include:



Susan Thompson
ABGOH Co-Chair



Leila Lawson
ABGOH Co-Chair

Agenda

Topics Covered

- Announcements & Introductions
- Speakers:
 - Com Psych
 - Turner Construction
- Questions & Answers
- Resource Spotlight
- Closing Remarks



Please join us in welcoming our panelists



Erin Dubba

Com Psych



Jake Fagan

Turner Construction



Heather Wrench

Turner Construction

Supportive Conversations: Best Practices for Managers

How to Address Performance When Mental
Health May Be Involved

Setting the Stage

Mental Health Concerns for Employees

COMMON MENTAL HEALTH CONCERNS



Anxiety Disorders
Restlessness, excessive worry, difficulty concentrating



Depression
Persistent sadness, loss of interest, fatigue



Burnout
Emotional exhaustion, cynicism, reduced efficacy



Substance Use and Misuse
Alcohol or drug misuse, withdrawal, risky behavior



Sleep Disorders/Insomnia
Difficulty falling or staying asleep, daytime fatigue



Grief and Loss
Sadness, emotional numbness, anger



Grief and Loss
Sadness, emotional numbness, anger



Neurodivergence-Related Stress
Overstimulation, miscommunication, underperformance

HOW MENTAL HEALTH CONCERNS AFFECT WORK



Productivity
Reduced efficiency, cognitive fog, errors



Engagement
Disconnection from company goals or team



Attendance
More sick days or presenteeism



Retention
Higher turnover, especially in high-stress

WHY MANAGERS STRUGGLE WITH MENTAL HEALTH CONVERSATIONS



Fear of Saying the Wrong Thing

Worry about unintentionally offending or making things worse



Lack of Training or Confidence

Unsure how to address the topic



Perceived Role Limitations

View mental health as outside their responsibility



Stigma and Cultural Taboos

Believe the subject is inappropriate to discuss



Time and Productivity Pressures

Busy with other job demands and priorities



Fear of Escalation

Avoid discovering problems they can't resolve



Unclear of Organizational Support and Resources

Unsure what resources are available for employees

Resources for Team Members

EAP Benefits

Counseling services for the whole household

Clinical care navigation for more complex behavioral health needs

Support groups

Well-being coaching

Digital, self-guided resources (CCBT)

Eldercare support

Childcare support

Financial support

Legal support

CISM services

Training opportunities

Internal Benefits

Employee resource groups (ERGs)

Mental health champions/ambassadors: (aka: peer champions, well-being champions; mental health champions)

Mental health awareness campaigns

Flexible work opportunities/Time off policies

Leadership-led storytelling and allyship

Resources for Team Leaders

Resources + Culture = IMPACT

Resource Access

- Mental health training for managers:
 - Mental health awareness
 - How to create psychological safety
 - How to have supportive conversations
- Management consultations
- Manager resources and toolkits

Culture Change

- Mental health campaigns that normalize mental health conversations at all levels
- Leadership storytelling and allyship
- Resources they can share or discuss during team meetings
- Training

How to Have Supportive Mental Health Conversations

Supportive Conversations: Best Practices for Managers

BEST PRACTICES



Start with Empathy



Focus on Observable Behaviors
(Do Not Make Assumptions)



Create a Private Setting



Listen More Than You Talk



Know Your Role and Boundaries



Connect to Support Resources



Collaborate on a Plan/
Short-Term Goals



Follow Up

Safe to Speak: Mental Health At Work



AGENDA

- Philosophy / Guiding Principles
- Mental Health First Aid
- ATS Consultations
- Stand downs & Awareness
- Mastermind Sessions

Building L.I.F.E. & Active Caring

SAFETY **Living**
Injury Free
Every Day®



Foster a workplace environment where all people demonstrate the highest standard of care for each other.

Inclusive & Respectful Workplace

ZERO TOLERANCE

- Harassment
- Discrimination
- Hate
- Bias

- Verbal
- Physical
- Visual

AC-04

**SEE
SOMETHING**

**SAY
SOMETHING**



Call Turner's anonymous hotline:
888-738-1924

or email:
compliance@tcco.com

Turner

Mental Health First Aid Training



Terence Curran – COO

909-273-5897

Terence@amphibiousmedics.com



ATS Consultations



Stand Down & Awareness



CONSTRUCTION SUICIDE
PREVENTION WEEK



Stand Down & Awareness

Safety Week 2025: *All In Together*



Wednesday Speaker Notes: *Mental Health and Wellness*

Today, I want to talk about something that's deeply personal, profoundly important — and often difficult to discuss.

We're taking time today to focus on **mental health and wellness**.

Why? Because it touches **every one of us**—our families, our friends, our coworkers, our communities... and sometimes, yes, **ourselves**.

Mental health isn't just a private matter—it's in our collective interest.

Mental and emotional wellness shape how we think, how we speak up, and how we look out for one another.

Let's start with a reality we need to face.

The construction industry has one of the **highest suicide rates** in the United States—**four times** the national average.

We lose more of our colleagues to suicide than we do to falls, electrocutions, or other jobsite hazards.

That's not a statistic. That's a father. A sister. A friend. That's a member of our team who came to work one day...and didn't come back the next.

In an industry that prides itself on safety—**how can we do something about this?**

Mastermind Meditate



Questions & Answers

- Use the chat box to share what you learned in the breakout session or to send your questions to our panelists.
- A moderator will read questions as they are submitted.



Resource Spotlight



Supportive Conversations:
Best Practices for Managers

ComPsych Website



NAMI Event Calendar



Closing Announcements

- Thank you to our speakers – Erin, Jake, & Heather!
- Today's presentation will be posted to the MHWC website.
- Session evaluation in the chat box & on next slide.
- Don't forget to submit a 2025 Employer Commitment Form – link to online form can be found in the chat box & on next slide.

AUSTIN
BUSINESS GROUP
ON HEALTH

From Ideas to Impact: The Workplace Wellness Workshop

Whether you're just starting out or looking to enhance an existing program—this workshop is for you to take your wellness efforts to the next level!

HEAR FROM

**HEALTHIER
TEXAS**

MAYOR'S HEALTH & WELL-BEING COUNCIL

AUSTIN ★ TEXAS

Wednesday	August 6, 2025	11:30am-1:00pm	In-Person
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4815 Mueller Blvd. Austin, TX

Register Now!

See you at our next meeting on August 6, 2025!

Closing Announcements



Session Evaluation



***2025 Employer
Commitment Form***

See you at our next meeting on May 8th, 2025!