

HOW TO HELP AN EMPLOYEE/COLLEAGUE

START

Check-in and listen thoughtfully: "I've noticed (blank). How have you been feeling lately?"

NO

Remind them that you care, and make a referral for resources (EAP, counseling). Set up a check-in with the person on a regular basis.

Ask directly: "Have you thought about killing yourself?" or "Have you considered suicide?"

YES

Validate: "That must be difficult, thank you for letting me know."

Call the **Colorado Crisis Hotline** (1-844-493-8255) or the **SummitStone Warm Line** (970-494-4200) together.

NO

Get more information: "How long have you been having those thoughts?" (document).

Do not leave person and get them a safe transport (family, friend, mobile crisis team, police "CIT") to SummitStone, ER, Mountain Crest, or Clearview Behavioral Health.

YES

Then ask: "Do you have a specific plan of how you would kill yourself?"

Follow-up: Let them know you care and inform them of available resources (EAP, counseling, sick leave/time off policies, etc.)