



## Tips for What to Say/Not Say When Discussing Mental Health in the Workplace

Discussing mental health with an employee is a difficult and sensitive issue. This list of tips will help you choose thoughtful and compassionate words and phrases.

<b>What to Say</b> 	<b>What Not to Say</b> 
<ul style="list-style-type: none"> <li>• You do not seem like yourself. Do you want to talk about it?</li> <li>• It seems like you are going through a tough time. How can I help?</li> <li>• I am worried about you. Can we talk about what's going on?</li> <li>• Are you comfortable talking about this? If not, is there someone else you can talk to?</li> <li>• How can I/we support you?</li> <li>• Do you know where you can go for help?</li> <li>• Are you thinking about harming yourself? Do you have a plan to harm yourself? (Yes, it's OK to ask. You won't put the idea in someone's head, and asking is actually the first step to prevention.)</li> </ul>	<ul style="list-style-type: none"> <li>• You just need to cheer up/change your attitude.</li> <li>• Everyone feels that way sometimes.</li> <li>• Just pray about it. (While prayer can be an important source of strength and comfort, it's not a replacement for treatment.)</li> <li>• You should just [fill in the blank].</li> <li>• Yeah, we all feel a little crazy now and then.</li> <li>• Stop being so negative; just start living.</li> <li>• Shake it off.</li> <li>• You have the same illness as [fill in the blank].</li> <li>• Why are you acting so weird?</li> <li>• Nothing (It may feel awkward to start the conversation, but it can make all the difference.)</li> </ul>

 Adapted from: [Roadmap to Mental Wellness in the Workplace - Disability:IN](#)