



## Mates in Construction

Please call the MATES in  
Construction 24/7 Helpline

**0800 111 315**

<https://mates.net.nz/>

### How to have a conversation about mental health

If you think a team member is struggling with their mental health, don't ignore it.

Be aware that talking about personal struggles can be difficult and they might get emotional, embarrassed or upset.

So.... think about the right place and the right time. Maybe at a park, over a coffee, offsite; somewhere quiet and private.

### How to start the conversation

You don't have to have all the answers – just being there and being supportive is great! Start with...

**“How are you doing?”**

**“What's happening in your world?”**

**“How's life?”**

**“How's the family?”**

If they're okay talking, then mention specific things that have made you concerned, such as

**“you don't seem yourself – anything up?”**

### No special skills are needed to have a conversation about mental health

You just need to be...

**Empathetic** – try and put yourself in their shoes.

**Approachable** – don't judge and don't try and have all the answers.

**Willing to listen** – give them your full attention.

**And let them know it's confidential!**