

Upstream, Midstream & Downstream Workplace Well-Being: Strategies for Building a Comprehensive Approach

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“Be vocal, be visible, be visionary. There is no shame in stepping forward, but there is great risk in holding back and just hoping for the best.”

~Higher Education Center





Juan Vigil, Firefighter
Denver Fire Department



Jon Kinning, COO & EVP
RK Construction



Partners



AMERICAN
ASSOCIATION OF SUICIDOLOGY



American
Foundation
for Suicide
Prevention





Carson Spencer 1969-2004

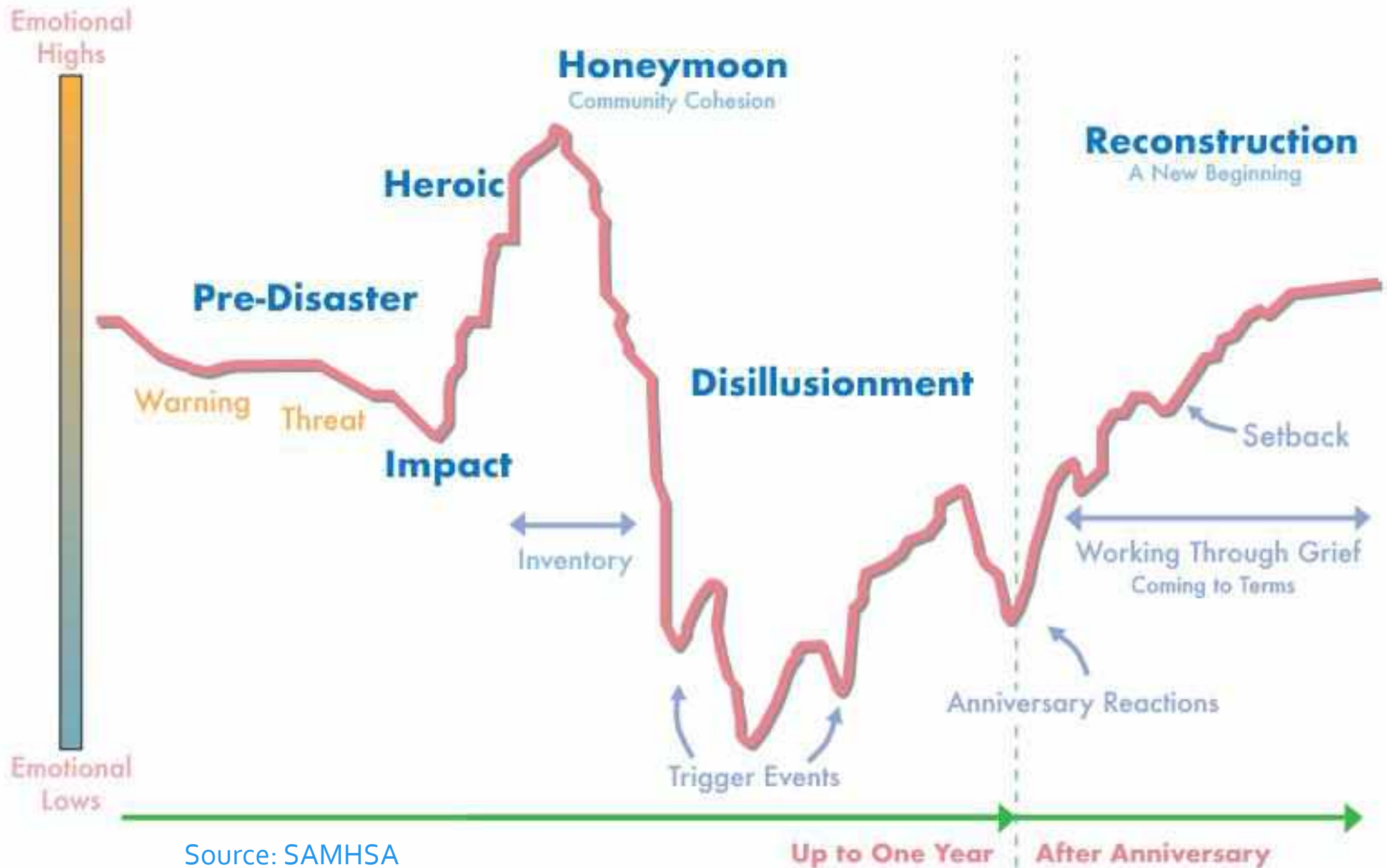


Session Objectives

At the end of this presentation, participants will be able to:

1. Identify some of the **8 key guiding principles** of a comprehensive workplace well-being approach.
2. Articulate how the **9 practices** from the National Strategy for Workplace Suicide Prevention are connected to well-being and why it's important not to shy away from the difficult aspects of holistic worker health.
3. Describe why a **change management process** can help make the impact of well-being approaches "sticky".



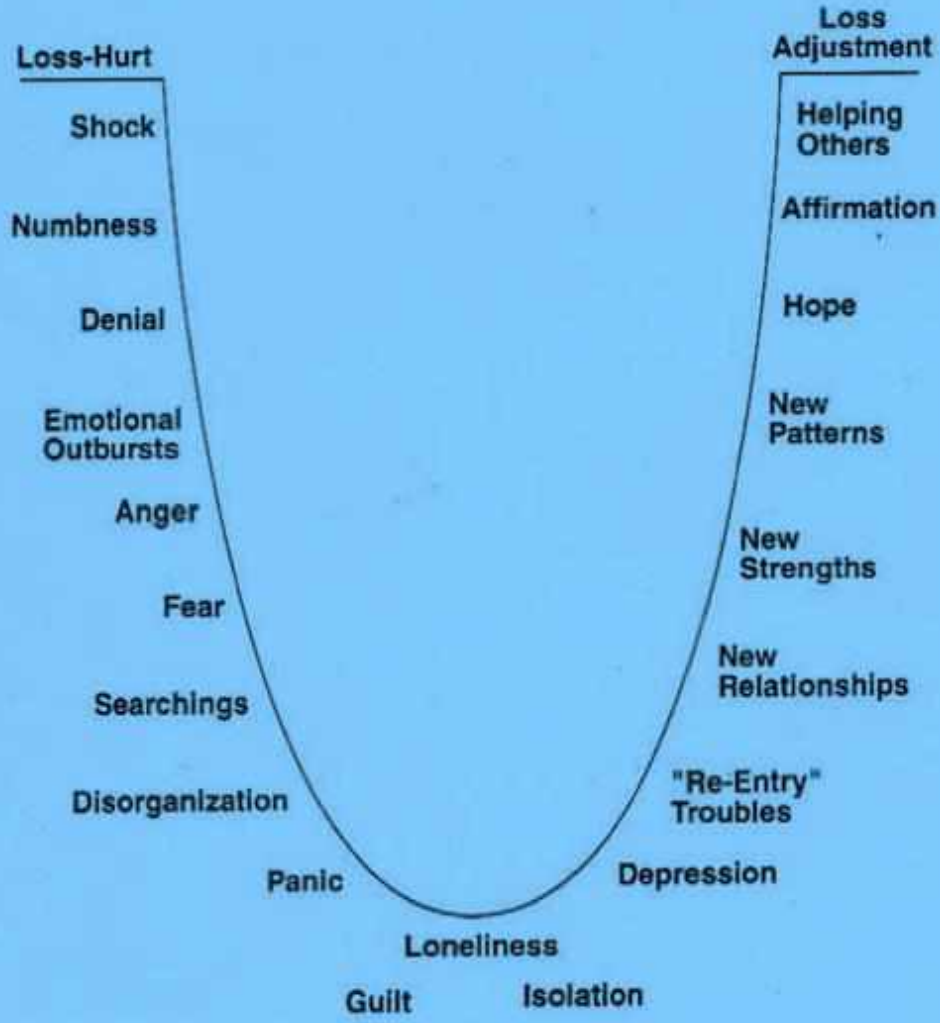


Source: SAMHSA

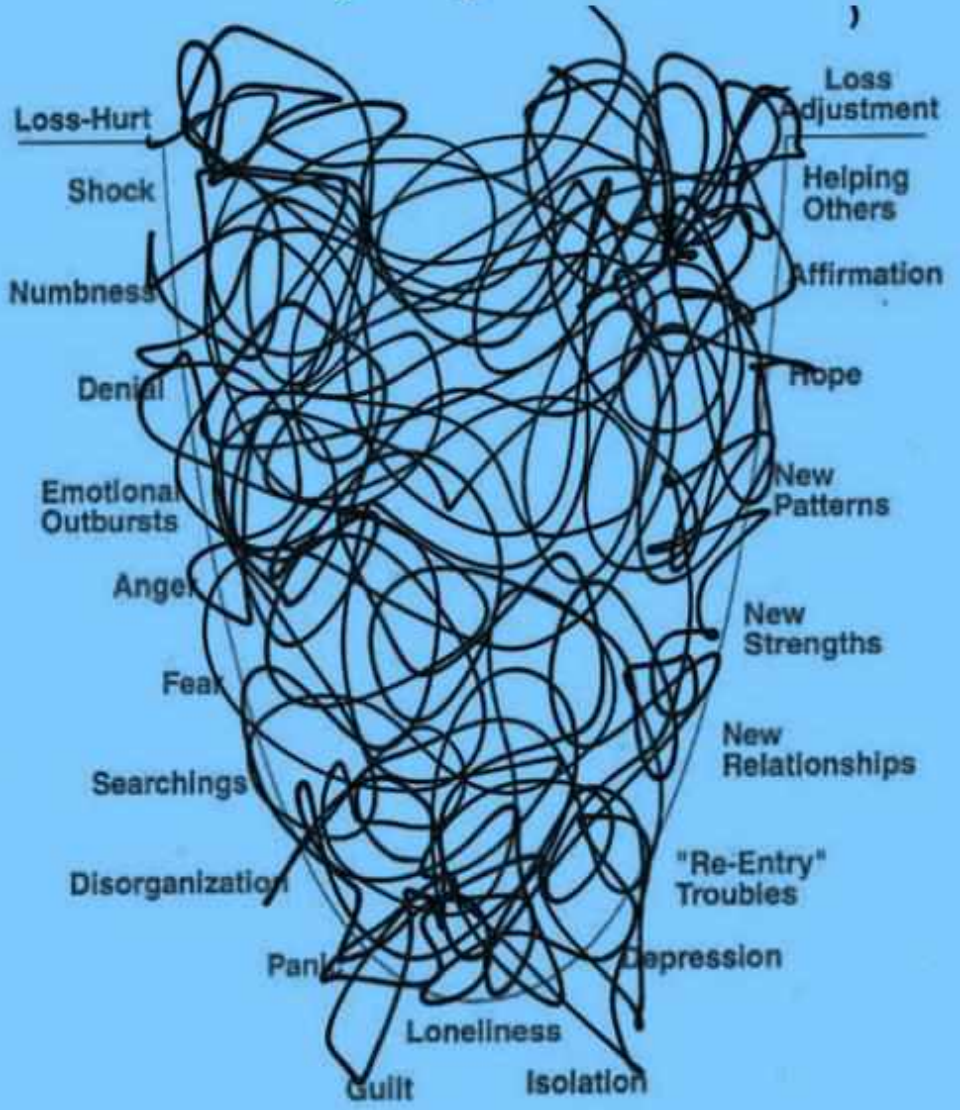
Up to One Year

After Anniversary

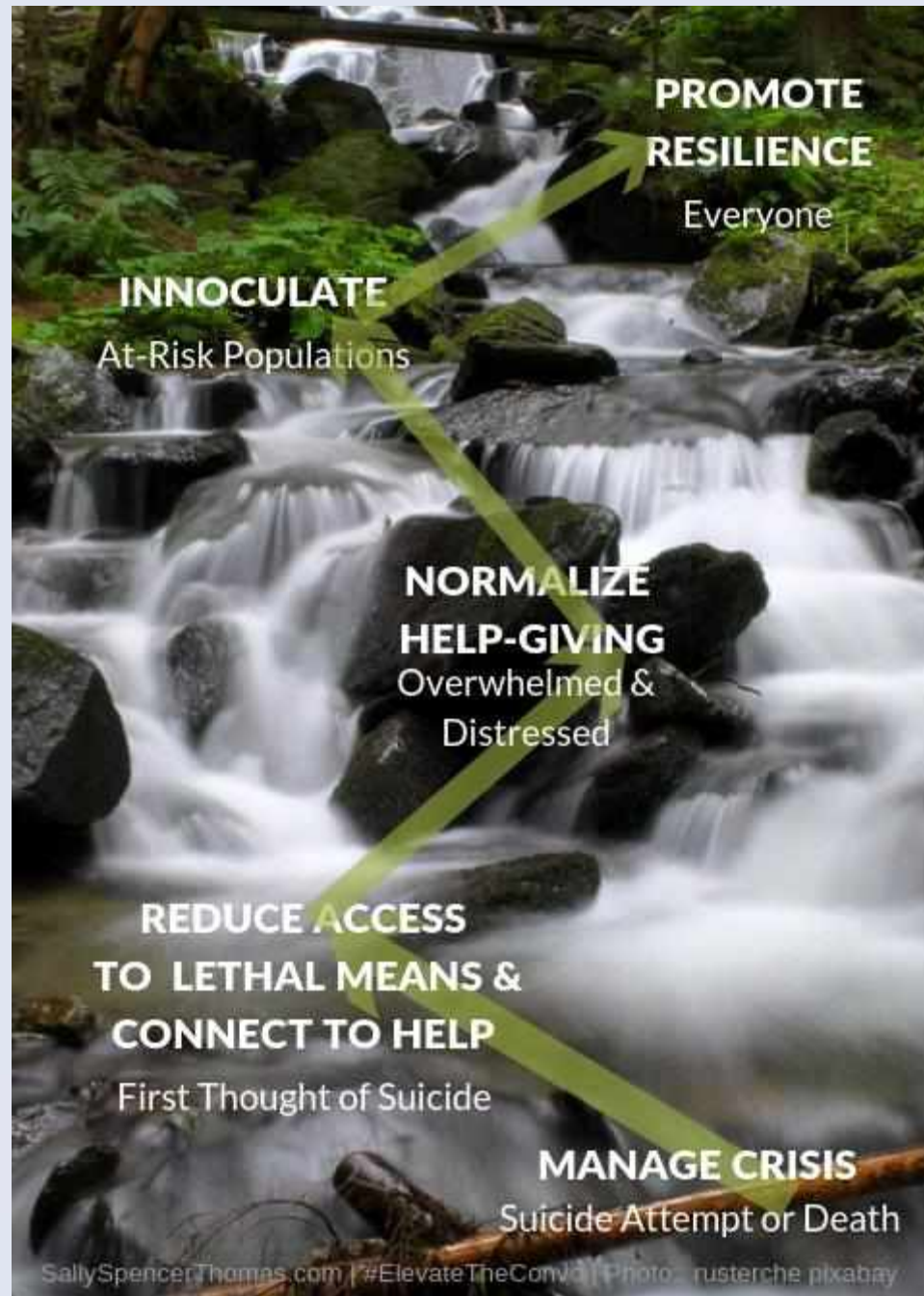
STAGES OF GRIEF



My experience



Stream Parable



10

Top Ten Industries at Risk for Suicide for Men*

Ranked by Rate per 100,000



Peterson C, Sussell A, Li J, Schumacher PK, Yeoman K, Stone DM. Suicide Rates by Industry and Occupation – National Violent Death Reporting System, 32 States, 2016. MMWR Morb Mortal Wkly Rep 2020;69:57–62.
DOI: <http://dx.doi.org/10.15585/mmwr.mm6903a1external icon>

www.SallySpencerThomas.com | #ElevateTheConvo |



General Population 14 per 100,000

8 Guiding Principles



Strategic Integration



Comprehensive &
Sustained Investment



Harm Reduction



Culture Cultivation



Dignity Protection



Wellbeing Promotion



Empowered Connection



Action Orientation

9 Practices to Make Suicide Prevention a Health and Safety Priority



Leadership

Cultivating a Caring Culture
Focused on Community
Well-Being



Job Strain Reduction

Assess and Address Job
Strain and Toxic Work
Contributors



Communication

Increase Awareness of
Understanding Suicide and
Reduce Fear of Suicidal
People



Self-Care Orientation

Self-Screening and
Stress/Crisis Inoculation
Planning



Training

Build a Stratified Suicide
Prevention Response
Program Specialized Training
by Role



Peer Support & Well- Being Ambassadors

Informal and Formal
Initiatives



Mental Health & Crisis Resources

Evaluate and Promote



Mitigating Risk

Reduce Access to Lethal
Means and Address Legal
Issues



Crisis Response

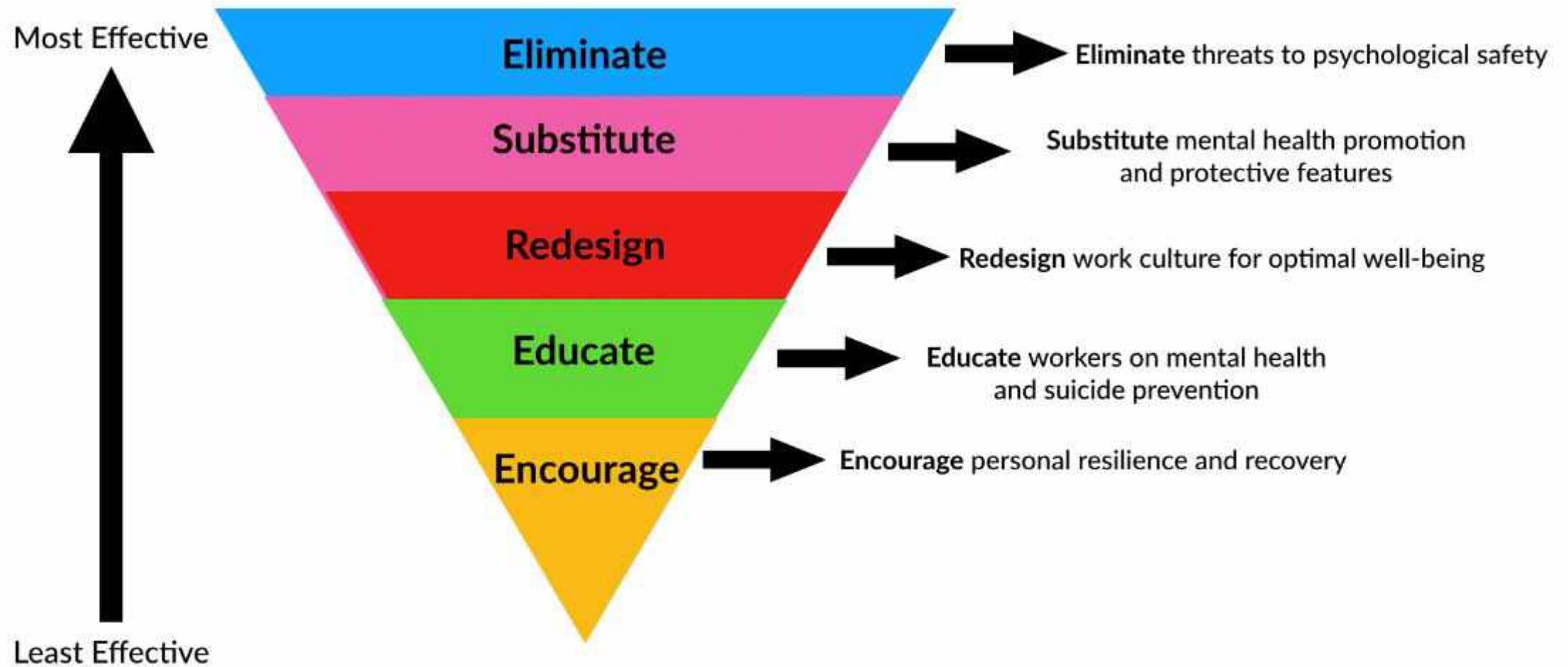
Accommodation, Re-
integration and Postvention

Upstream Solutions

Goals:

- ✓ Build Protective Factors
- ✓ Prevent Problems

- Leadership: Culture Cultivation
- Assess and Address Job Strain and Toxic Work Contributors
- Communication



Adapted from NIOSH "Hierarchy of Controls"

Job Strain + Suicide

- Job insecurity and lack of autonomy
- Lack of variety
- Work-family conflict
- Family-work conflict
- Heightened job dissatisfaction and feeling “trapped”
- Work that is not meaningful or rewarding



Midstream Solutions

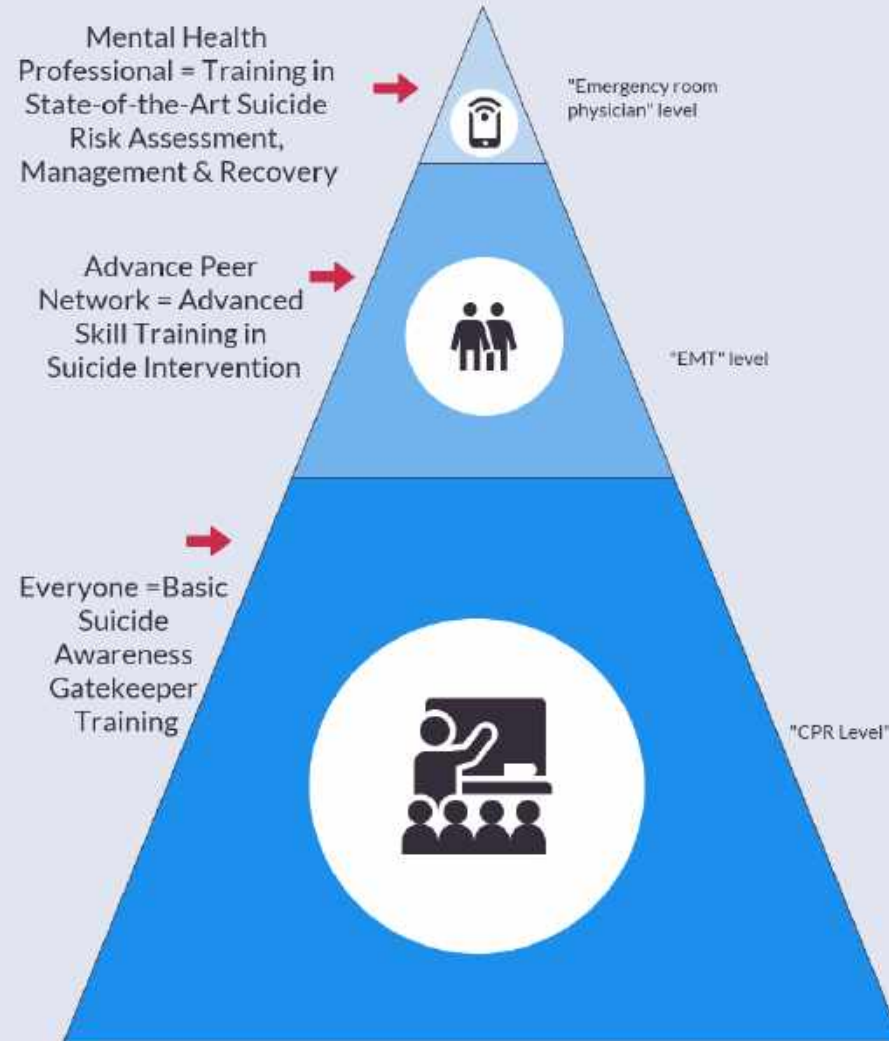
Goals:

- ✓ Early Identification
- ✓ Link to care

- Self-Care Orientation
- Stratified Training Program
- Peer Support/Well-Being Ambassadors

Stratified Suicide Prevention Training Program for the Workplace

Mapping a tiered workplace suicide prevention training strategy to the more familiar medical crisis tiered training strategy, would metaphorically look like this...





Next
with Kyle Clark

Downstream Solutions

Goals:

- ✓ Manage crises
- ✓ Restore functioning

- Mental Health & Crisis Resources
- Mitigating Risk
- Crisis Response

Kick the Tires

QUESTIONS TO ASK MENTAL HEALTH PROVIDERS

- What is your approach in working with clients?
- How do you feel about working with someone who has experienced suicidal thoughts, feelings or behaviors?
- What training have you had in suicide risk assessment, management and recovery?
- What would you do if someone you were treating became suicidal?



Photo Credit: FireAngel | Pixabay



A MANAGER'S GUIDE TO SUICIDE POSTVENTION IN THE WORKPLACE



10 ACTION STEPS FOR DEALING WITH
THE AFTERMATH OF A SUICIDE

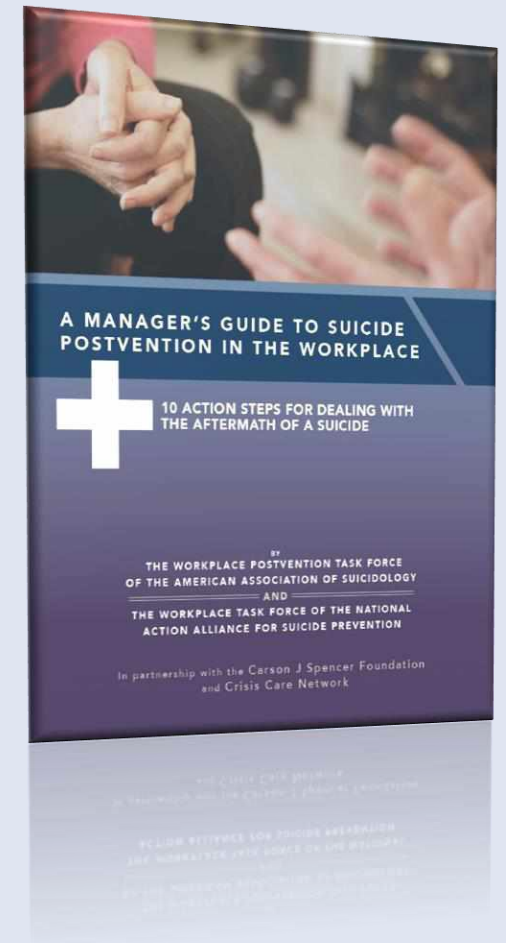
BY
THE WORKPLACE POSTVENTION TASK FORCE
OF THE AMERICAN ASSOCIATION OF SUICIDOLOGY
AND
THE WORKPLACE TASK FORCE OF THE NATIONAL
ACTION ALLIANCE FOR SUICIDE PREVENTION

In partnership with the Carson J. Spencer Foundation
and Crisis Care Network



Manager's Guide to Workplace Suicide Postvention: Overview

- Gives leadership 10 action steps:
 - Immediate trauma response
 - short-term recovery
 - long-term strategies for helping employees cope down the line
- Succinct checklists, communication templates and flow charts
- Goal is to help to reduce the impact of the suicide event by offering a blueprint for action
 - Minimize exposure effect
 - Honor life lost/space for grieving
 - Help workplace return to functioning



Where to Start?

STEP 1: Leadership Commitment & Champions of Wellness Stakeholders

STEP 2: “Seek first to understand”

- Focus groups, surveys, interviews, indices, environmental scan

STEP 3: Build a Strategy (upstream, midstream, downstream) & “bake it in”

STEP 4: Evaluate and adjust over the long term

Be part of the solution.
Make suicide prevention a
health and safety priority.

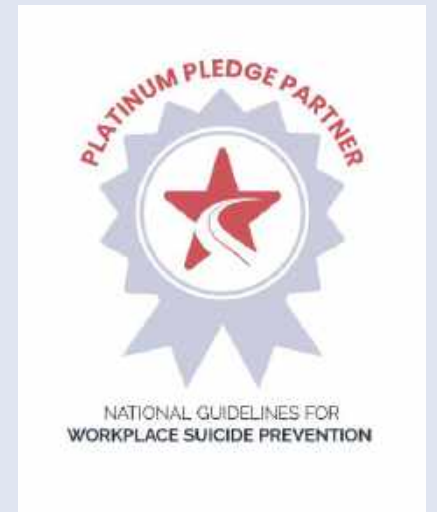
PLEDGE TODAY

WorkplaceSuicidePrevention.com



Success to Date & Future Directions

- Since launch October 10, 2019 - 750+ Pledge Partners
- Media mentions in Forbes, Washington Post, Harvard Business Review, and more.
- On-Boarding Partners
 1. Pledge
 2. Register
 3. Earn badges to become “Suicide Informed”



Q&A

www.workplacesuicideprevention.com



30-Day Commitment





 **W O R K P L A C E**
S U I C I D E P R E V E N T I O N

Resources

Education & Training

- [Counseling on Access to Lethal Means \(CALM\)](#)
- [Dialectical Behavioral Therapy \(DBT\)](#)
- [Collaborative Assessment & Management of Suicidology \(CAMS\)](#)
- [Suicide Safety Planning](#)
- [Recognizing and Responding to Suicide Risk](#)
- [Assessing and Managing Suicide Risk](#)
- [QPR](#)
- [safeTALK](#)
- [Working Minds](#)

Screening

- [Interactive Screening Program \(ISP\)](#)
- [Columbia-Suicide Severity Rating Scale \(C-SSRS\)](#)

Postvention

- [Manager's Guide to Suicide Postvention in the Workplace](#)