

# Discuss

**Society should do more  
to tackle the stigma  
around asking for help.**

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# Discuss

Listed below are a few reasons why we need to do more to tackle stigma.

Stigma and discrimination:

- prevents people seeking help
- delays treatment
- impairs recovery
- isolates people
- excludes people from day-to-day activities
- stops people getting jobs.

# Discuss

**Your colleague  
tells you they're  
embarrassed that  
they feel they're  
not coping.**

**How could you  
respond?**

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Listed below are a few ideas about how you might respond:

- Reassure them that it's OK to ask for help.
- Encourage them to talk. Let them know you are willing to listen when they are ready.
- Encourage them to seek support in the workplace.
- Ask open questions that can allow them to explore their feelings and options.

# Discuss

Who is your  
emotional wellbeing  
champion, and why?

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Examples of emotional wellbeing or mental health champions could be:

- family members
- friends
- colleagues
- athletes
- prominent campaigners.

Discussion should include why that person is your champion.

# Discuss

Evidence indicates diagnosed mental health conditions within the work force are increasing.

Why do you think this is?

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Examples could be:

- Increased workload.
- Working through lunch breaks or not taking proper breaks.
- Less human contact with an increase in remote working or working from home.
- Reduced work-life balance – we often find it hard to switch off and are constantly connected with electronic devices.



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What more could we do to challenge behaviour or attitudes that promote stigma around asking for support or talking about feelings?

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A few examples could be:

- increased national and global campaigns
- employee training to raise awareness
- myth busting sessions in the workplace.

# Discuss

**What are your fears  
or concerns about  
approaching someone  
who appears  
distressed or upset?**

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Examples of fears/concerns are:

- not knowing what to say
- not knowing how the person will react
- fear of saying the wrong thing and making it worse
- not being an expert.