# Is your coworker sad or upset?

Any number of stressful situations such as a personal setback, family argument or a work disappointment can cause someone you work with to seem upset, withdrawn or just not like themselves. If your coworker's sadness or feelings of hopelessness continue, it could be depression, a common condition that affects one in five people. Depression is treatable through a combination of lifestyle changes, medication and counseling.

**Offering a listening ear and understanding can be the first step for someone to get the help they need.**

**Choose a private place to approach your coworker.** You might just say, "I'm concerned. I noticed you don't quite seem like yourself. I'm here for you."

**Avoid dismissing the person's distress.** It's not always easy to find the right words. The key is to acknowledge them without judgment. Say something like, "It must be hard for you."

**Call a Health Advocate Counselor for suggestions on how to help your colleague.** This may be especially important if your coworker doesn't seem to be improving on their own.

**Remind your coworker of available resources.** Your employer may have an EAP (Employee Assistance Program) that has access to a licensed counselor. You could also suggest they talk to a close friend, family member or their doctor.

**Take care of yourself, too.** Focusing your energy on supporting others can be emotionally exhausting. Make sure you get the support you need from a counselor or from friends and loved ones.

If your coworker says things like "Everyone would be better off without me," don't ignore it. **Urge them to call the 988 Suicide & Crisis Lifeline.** If they seem in imminent danger and want to harm themselves or others, call 911 immediately.

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