Manager Tips: Managing Suicidal Employees with EAP Support

800-343-3822 – 24/7/365

Employee Assistance Program (EAP) Support

Your EAP is available to support you and employees dealing with suicidal thoughts and feelings. If someone is making suicidal statements about self harm, you can always reach out to the EAP or emergency services.

Intervention Skill – QPR

Q – QUESTION

Tips for asking the suicide question.

- Find a private setting.
- If in doubt, don't wait to address the situation.
- If the person is reluctant, let them know to talk freely



Less Direct Approach:

- "Have you been unhappy lately? Have you been so unhappy that you have been thinking about ending your life?
- "Do you ever wish you could go to sleep and never wake up?"

Direct Approach:

- "When people are this sad they sometimes wish they were dead. I'm wondering if you're feeling that way, too?"
- "I'm worried about you and, I wonder if you're thinking about suicide?"
- "Are you thinking about killing yourself?"

NOTE: If you cannot ask the question, find someone who can.

P – PERSUADE

Persuade someone to stay alive.

- Listen with your full attention.
- Do not rush to judgment.
- Offer hope in any form.



Then ask:

- Will you go with me to get help?
- Will you let me help you get help?
- Will you promise me you won't hurt yourself until we've found some help?

988 SUICIDE & CRISIS LIFELINE

If you or someone you know needs support now, call or text **988** or chat **988lifeline.org**

R – REFER

Encourage them to seek help.

- The best referral involves getting the person to immediate help.
- The next best is getting a commitment from them to accept help then making arrangements for that help.



Employees connected to the EAP will be offered:

- Immediate support
- Assessment and evaluation
- Confidential counseling
- Resource matching
- Follow-up services

The supervisor will be offered:

- Immediate support
- Strategies for employee support
- Tips to manage anxiety in the work group
- Best practices for supporting employees return

If the employee cannot give you a guarantee that he/she will not attempt suicide, contact 911 or the EAP immediately.

alliance work partners
A wap Program