

ZRS Safety Huddle Guide

Mental Health & Wellbeing in Construction

Why this Matters

- U.S. suicide rates increased by 37% in recent years.¹
- Over 49,000 suicides occur annually, one death every 11 minutes.¹
- Construction has the 2nd highest suicide rate by industry.
 - 56 suicides for every 100,000 construction workers.²
 - 75% higher than other industry averages
- According to the Center for Construction Research & Training, suicide losses are 5x greater than all 'Fatal Four' losses combined.³
- \$476 Billion estimated annual productivity loss due to mental health-related absenteeism.⁴

1 [Suicide Data and Statistics | Suicide Prevention | CDC](#)

2 [Suicide Rates by Industry and Occupation — National Vital Statistics System, United States, 2021 | MMWR](#)

3 [HA-Suicide_Prevention.pdf](#)

4 [The Economic Cost of Poor Employee Mental Health](#)

Lessons Learned

How do we improve the culture while reducing stigma?

Examples below:

- Engage with leadership and commit to a top-down training methodology.
- Identify and productively deal with disciplinary issues. Use these moments constructively rather than destructively. Use the moment as a coaching opportunity.
- Everyone can be affected by job-related stress. Struggles with mental health are not limited to senior management, superintendents or forepersons.
- Establish metrics tracking to identify trends related to mental health and well-being. Monitor increased absenteeism for mental and physical concern.



Best Practices

- Train personnel and openly share employee wellbeing resources.
- Promote a 'my brother's keeper' culture. Accept responsibility for the wellbeing of others.
- Integrate wellbeing initiatives with safety and health practices, daily huddles and other work functions.
- If you see something, say something. Would we let a co-worker actively put themselves in hazardous situations on the job?
- Promote discussion, build resiliency and reduce stigma. Everyone plays a role.

What wellbeing initiatives and best practices are used on your site?

Discussion

- How do we address concerns related to mental health?
- Who do we call? Where are the resources?
- How often do we gather outside of work?
- How do we promote and teach soft skills to navigate life?
- Have we discussed being mentally fit for work today?
- How often do we speak about this topic?
- Do we ensure that we promote a positive culture related to wellbeing? How?

Daily pre-task huddles should include discussions pertaining to being 'physically and mentally fit for work'. The foreman and crew should work together to identify and mitigate psychosocial hazards in the field.

Attendance Form

Safety Meeting Sign in Sheet

Topic: _____ Date: _____

Trainer: _____ Location: _____

Print Name	Signature
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Contact us to learn more:

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