

Ask

R U OK?[®]

ANY DAY

**Workplace Champion
R U OK? 2025
Presentation Guide**

Learn when and how to ask
at ruok.org.au

R U OK?[®]
A conversation could change a life.

Giving a presentation to share the message:

Ask R U OK? Any Day

This document will help you deliver an effective R U OK? presentation using our PowerPoint template.

We suggest you take some time to prepare, so you feel comfortable and can enjoy the experience of presenting.

Presentation tips

- Smile and make eye contact with people in the audience
- Look at the audience more than your notes
- Talk from the heart
- Know the content because that will help your confidence
- Avoid speaking too quickly (writing SLOW DOWN on your notes can help)
- If presenting online it's OK to pause. People may need some time to write questions or digest what you've shared.
- Always remember people want to listen to what you have to say because the message you are sharing matters to them.
- Ensure safe language is used throughout the event – please refer to the Mindframe guidelines at mindframe.org.au
- For more information on how to create a safe environment, see the R U OK? Duty of Care webpage ruok.org.au/duty-of-care



Presentation structure

- 1 Engage people:** Describe a time when someone asked you at work, 'are you OK?', and it made a difference (1-2 minutes)
- 2 Connect:** Introduce yourself with some background about who you are, why you are presenting and why you are supporting R U OK? (1 minute)
- 3 Tell people why they are here:** In your own words, explain that by the end of the presentation you want everyone in the audience to know they can make a difference by reaching out, asking, 'are you OK?' and lending support to someone in their world who might be struggling with life (1 minute)
- 4 Explain there's more to say after R U OK?:** Using the PowerPoint slides go through the steps of when and how to have an R U OK? Conversation. Rehearsing with the slides before your presentation can help you feel comfortable and confident. This guide also has some additional content you might want to include in your presentation. Try and put things in your own words, as it will make it more authentic
- 5 Thank people** and ask them to go out and ask, 'are you OK?'.

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Presentation Speaking Notes



Slide 1

- Start the presentation by introducing yourself.

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Presentation Speaking Notes

Acknowledgement of Country



Slide 2

○ Acknowledgement of Country

I acknowledge the Traditional Owners of the land on which we are meeting today and pay my respect to Elders past, present and future.

○ Acknowledge lived experience

I'd also like to recognise those with lived experience of mental ill-health or suicide. This can bring up tough emotions for people so it's OK to excuse yourself at any time.

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Presentation Speaking Notes

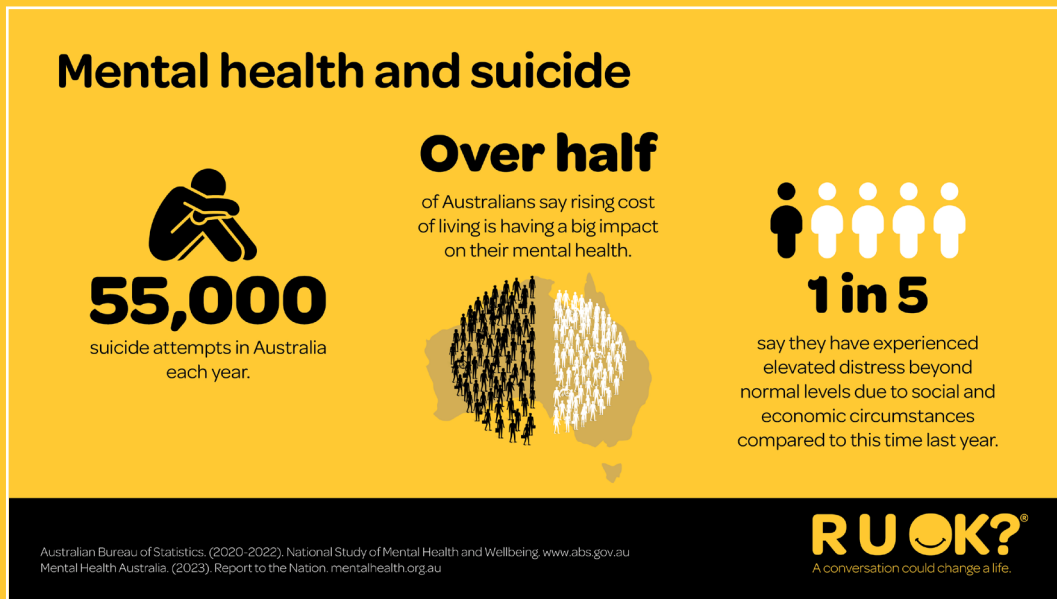


Slide 3

- The late Gavin Larkin started R U OK? in 2009, hoping to protect others from experiencing the pain his family felt when his father died by suicide.
- He believed that 'in the time it takes to have a cuppa, you could start a conversation that could change a life'.
- This belief that is backed by academic research that found that feelings of connection and belonging are a protective factor against suicide.

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Slide 4

- It's estimated more than half of Australians say the rising cost of living is having a big impact on their mental health... and around one in five people are experiencing high or very high levels of distress.
- This might also be because of things like:
 - Relationship breakdowns
 - Financial stress
 - Illness or injury
 - Work stress
 - Mental ill-health
 - Becoming a parent or family challenges
 - Grief and loss.
- Whether it's your friend, family member, colleague, partner or teammate... the people you care about go through life's ups and downs every day.

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Slide 5

- Three in four Australians agree, but when it comes to starting those conversations, some people are less confident than others even when they feel someone is struggling.
- R U OK? has found that a third of Australians might hesitate to ask someone if they're OK because they worry about invading someone's privacy or they're not confident their actions will help.

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Presentation Speaking Notes

Main hesitations to asking

 Fear of invading someone's privacy	 Don't want to say the wrong thing and make it worse	 Don't want to embarrass them or make them feel judged
 Worried about their reaction – they might get upset or defensive	 Want to help them but don't know how to solve the problem	 Lack of confidence that their actions would improve the situation

Verian (June, 2025) R U OK? Impact Tracker, Australia.

R U OK?
A conversation could change a life.

Slide 6

- There are several hesitations to asking 'are you OK?' These include:
 - Fear of invading someone's privacy
 - Not wanting to say the wrong thing and make it worse
 - Not wanting to embarrass them or make them feel judged
 - Worried about their reaction
 - Wanting to help but not knowing how to solve the problem
 - Lack of confidence
- Audience question – what are some other hesitations to asking?

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Slide 7

- Despite any hesitations you may be feeling, have the confidence to ask 'are you OK?'
- A conversation really could change a life.

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Slide 8

- That's why we are calling on everyone to continually: **Ask R U OK? Any Day**
- R U OK?Day is a reminder but it's what we do regularly that truly makes a difference.

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Slide 9

- Play this short video explaining the 'Ask R U OK? Any Day' message.
- You can find the video here: <https://vimeo.com/977187614/38dfbcc58e>
- You can download it before the presentation if you know that you're not going to have WIFI access.

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Slide 10

- Now we're going to talk through the steps of an R U OK? Conversation.

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Slide 11

- So when should you ask R U OK?
- Whenever you notice a change in what someone's saying or doing or if you know there are things happening in their life that might be putting them under pressure or causing stress.

OPTIONAL AUDIENCE ENGAGEMENT QUESTION

- What are some examples of signs that could indicate someone needs your support?

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- Before you can support someone else, you need to make sure you're in the right headspace. If you don't feel ready or think you're not the best person for the conversation then try to think of someone else in their support network who could talk to them.
- To help you decide whether you're ready to start a meaningful conversation, ask yourself:

Are you ready?

- Are you in a good headspace?
- Are you willing to genuinely listen?
- Have you set aside the time you might need for the conversation?

Are you prepared?

- Remember that you won't have all the answers (and that's OK).
- It can be difficult for people to talk about personal struggles, and they might be emotional, embarrassed or upset.

Have you chosen the right time and place?

- Have you chosen somewhere relatively private and where you'll both be comfortable to chat?
- Is this time convenient for them?
- If they don't have time when you first approach them, arrange another time for the conversation. It might be more comfortable for the person to be side-by-side with you (e.g. walking together or sitting in the car) rather than face-to-face.

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R U OK? have developed a 4 step model for a meaningful conversation. The acronym **ALEC** is a great way to remember these steps:

- **A**sk R U OK?
- **L**isten
- **E**ncourage Action
- **C**heck in

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- Step 1 is 'Ask R U OK?'.
- Start the conversation at a time and in a place where you'll both be comfortable to chat.
- Be relaxed and friendly in your approach. Think about how you can ease into the conversation.
- Ask R U OK? in a way that feels natural to you and your relationship with the other person. See some examples of how to ask on the slide.
- You can start by letting them know you've noticed a change. You could say something like:
 - "I've noticed a few changes in what you've been saying/doing. How are things going for you?"
 - "I know there's been some big life changes for you recently, how are you managing?" OR
 - "You don't seem yourself lately - want to talk about it?"
- If they don't want to talk, let them know you'll be there when they are ready or ask them if there's someone else they'd be more comfortable chatting to.

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- Step 2 is 'Listen'.
- It's important you genuinely listen with an open mind and without judgment.
- It can be tempting to jump in and try to push someone's worries away or offer a 'quick fix', but it's best to avoid rushing the conversation.
- Also don't be afraid to sit in silence and give the person some space and quiet so they can find the words to express what they're going through.
- Acknowledge what they're going through.
- You could say:
 - "I'm here to listen if you want to talk more"
 - "How are you feeling about that?" OR
 - "I'm not going to pretend I know what it's like for you, but I'm here to listen to why you feel the way you do."
- It can be really hard to hear that someone is in pain or struggling – but try and sit with the discomfort and remind yourself that your support can be crucial.

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- Step 3 is 'Encourage action'.
- Once they've shared what they're going through, you might suggest to them that they think about one small step they might be able to take to improve their situation.
- You don't have to have the answers or be able to offer professional health advice, but you can help them consider the next steps and actions they can take to manage their situation.
- Some good options might include talking to family or a trusted friend.
- If they've been feeling this way for a while, they might need to see their doctor or an appropriate health professional.
- You could say:
 - "What do you think is a first step that would help you through this?"
 - "What can I do right now to support you?"
 - "Have you spoken to your doctor or a health professional about this?
It might be a matter of finding the right fit with someone." OR
 - "What's something you enjoy doing? Making time for that can really help."

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Useful contacts

If you are concerned for your safety or the safety of others, seek immediate assistance by calling **Triple Zero (000)**.

Lifeline (24/7)

13 11 14

lifeline.org.au

Mensline

1300 78 99 78

mensline.org.au

QLife

1800 184 527

qlife.org.au

National Debt Helpline

1800 007 007

ndh.org.au

13 YARN (24/7)

13 92 76

13yarn.org.au

headspace

1800 650 890

headspace.org.au

Beyond Blue (24/7)

1300 224 636

beyondblue.org.au

1800RESPECT (24/7)

1800 737 732

1800respect.org.au

Kids Helpline (24/7)

1800 55 1800

kidshelpline.com.au

Medicare Mental Health

1800 595 212

medicarementalhealth.gov.au

Open Arms (24/7)

1800 011 046

openarms.gov.au

Suicide Call Back Service (24/7)

1300 659 467

suicidecallbackservice.org.au

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- If at any time you feel overwhelmed please talk to someone you trust like a doctor, family member or friend.
- If someone needs immediate support these are some useful contacts for Australian services that are available nationally and can provide emotional and crisis support.
- These services can also provide you with guidance to support someone else.
- If you are concerned for your safety or the safety of others, seek immediate assistance by calling **Triple Zero (000)**.

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- After the conversation it's important you stay connected and keep checking in. Make a joint decision to get back in touch so you can see how they're going. Your ongoing care and support can make a difference.
- When you check in you could:
 - Lock in a regular catch up and one-on-one time.
 - Ask them about activities they like to do and help them make plans to do them or arrange to do them together.
 - Organise group catch-ups to help them connect with others.
- When you check in you could say:
 - “Just wanted to check in and see how you're doing?”
 - “Have things improved or changed since we last spoke?”
 - “What's been working for you since we last chatted?”
 - “Do you need more support?”

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How you can get involved



Have regular, meaningful R U OK? Conversations with your workmates



Recruit your colleagues to join Ks for R U OK?



Plan an event and encourage your workplace to get involved, any day of the year



Check our online store for conversation starters

Visit ruok.org.au for more ideas, tips and resources

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There are lots of simple ways we can get involved and share the R U OK? message:

- Have regular, meaningful conversations with other co-workers.
- Recruit your colleagues to join Ks for R U OK? in October so you can walk, run and roll as you connect over conversations for Mental Health Month.
- Plan a workplace event—any day of the year.
- And check out our online store for tools and conversation starters.

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Resources to download and share



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- RU OK? has a number of free resources available for workplaces.
- If you want more information and conversation tips, including interactive activities you can access these FREE resources at ruok.org.au

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Slide 21

- Thank you for your time today.
- I'd encourage you to think about who you can regularly check in with and ask R U OK? Any Day.

Ask R U OK? Any Day

Presentation Speaking Notes

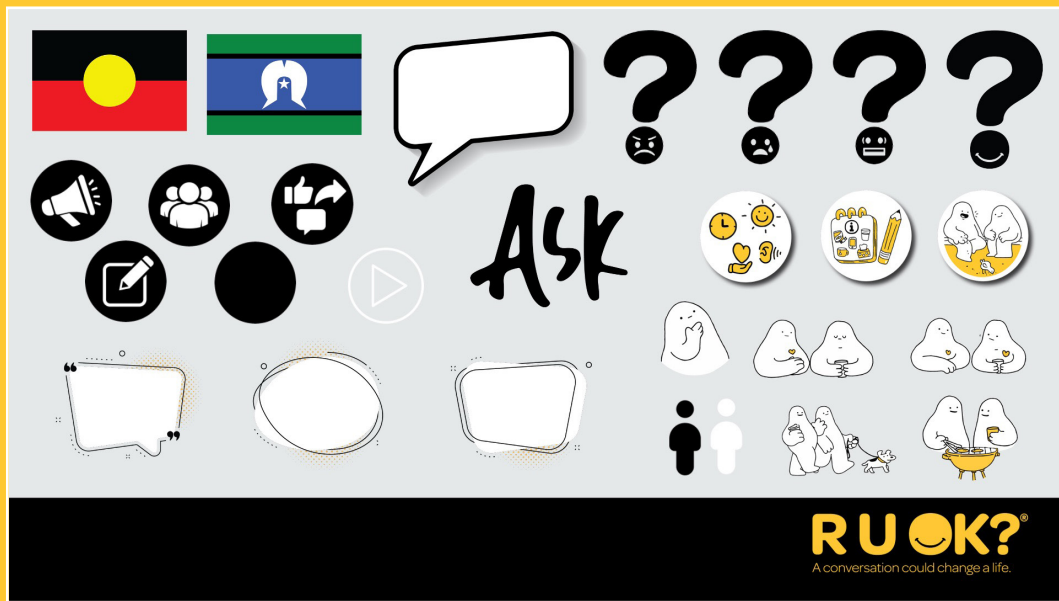


Slide 32

- Optional logo elements – feel free to hide or delete this slide before presenting.

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Slide 33

- Optional logo elements – feel free to hide or delete this slide before presenting.

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Slide 34

- Optional brand elements – feel free to hide or delete this slide before presenting.

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Slide 35

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