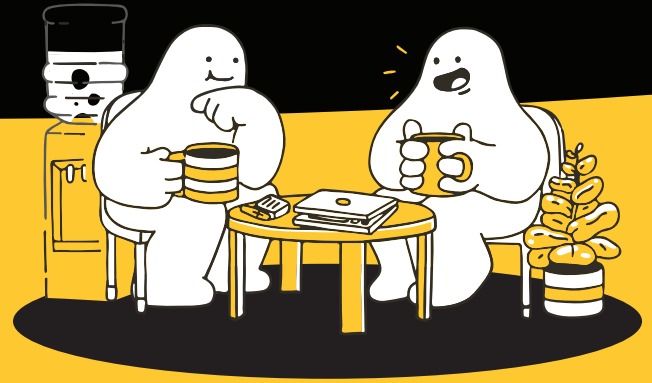


Ask R U OK?[®] ANY DAY

10 quick tips to help you ask R U OK? at work

Starting an R U OK? Conversation with a team member can feel daunting, but you don't need to be an expert to get started. These practical tips can help you recognise when someone might need support and feel more confident asking, 'are you OK?'.



Notice the signs

- 1 Pay attention to behaviour changes.** If you've noticed changes in someone's mood, attitudes, or the way they're communicating, it might be time to check in.
- 2 Trust your instincts.** If you know your colleague well, you're in a good position to know if they don't seem like themselves. Don't wait until you're certain something is wrong. If you're thinking it, ask it.

Start the conversation

- 3 Choose the right time and place.** Find a quiet, private moment where you won't be interrupted and ask, 'are you OK?' in your own way.
- 4 Keep it simple.** You don't need the perfect words. Asking with genuine care is what matters most.

Be there to listen

- 5 Listen without judgement.** Give the person your full attention, avoid interrupting and resist the urge to jump straight into problem-solving.
- 6 Be patient if they're not ready.** They may not want to talk straight away. Let them know you're there for them, tell them with care about the changes you've noticed, and check in again another time.

Help them access support

- 7 Know where support is available.** If someone needs more help than you can provide, encourage them to connect with available supports, such as your Employee Assistance Program (EAP), a general practitioner (GP) or another trusted health professional.
- 8 Remember everyone can ask.** You don't need to be a manager to ask R U OK? Any Day. People will open up to those they trust, and you might be the person they feel most comfortable sharing their struggles with.

Keep the conversation going

- 9 Check in again.** A simple, "How have things been going since we last spoke?" can show you genuinely care and that your support wasn't a one-off.
- 10 Make asking part of everyday work.** The more we normalise asking R U OK?, the easier it becomes for everyone to speak up, seek support and look out for one another.

Help is available

Lifeline Australia

Call 13 114 | lifeline.org.au

Suicide Call Back Service

1300 659 467 | suicidecallbackservice.org.au

Beyond Blue

1300 22 4636 | beyondblue.org.au

Medicare Mental Health Centres

1800 595 212 | medicarementalhealth.gov.au
(weekdays, 8:30 am–5:00 pm, excluding public holidays) or find a centre near you.

Learn more at ruok.org.au