



There is universal agreement on the importance of these three little words, many organisations have been living R U OK? every day throughout the pandemic. Extended lockdowns are impacting everyone; working parents who may also be homeschooling, our young people, those who live alone and those on the front line. Each circumstance has its own challenges, so it is even more important to reach out and ask R U OK? We know that many people are not OK, some days are better than others, but some days it has to be OK not to be OK. Maintaining strong connections day in and out is what will help support overall wellbeing, and there really is no right or wrong way of managing.

So how do we make sure that the important messages around noticing the signs, checking in, having a conversation and keeping our people in a good wellbeing space get through and land as intended. **Here are some tips:**

1. Don't underestimate the importance of giving people the right time, space and environment to be able to speak openly about what they are feeling and if they need support. We are hearing that people are less likely to engage in the connection activities that characterised the last major lockdowns making focusing on providing connection opportunities vital right now.
2. Get help! The R U OK? Day website has a plethora of great resources to help bring people together remotely. <https://www.ruok.org.au/covid-safe-ways-to-support-ruokday>
3. The reason R U OK? Day came into being is all about suicide prevention. It's why asking the question and taking time to listen to the answer is so important – it can literally save a life. Right now it may be enough for your people to know that you are committed to supporting them through these difficult times and that you want them to learn how to support each other as well.
4. Highlighting how much value is placed on your people's wellbeing can be demonstrated through utilising one of the many options for learning and development specifically created for R U OK? Day [see here for details.](#)
5. Make R U OK? Day work for you. R U OK? Day can be linked to wellness messages around sleep, diet and exercise. Speak to your Relationship Manager today.



Sometimes people need permission to seek help and suggesting that they seek out professional guidance can be helpful. This means supporting your people with their work and assisting them to prioritise where they can.

If you are looking for additional recommendations, strategies or would like to talk about how to manage as a leader – please remember that we have a manager support hotline. It's ok to ask for help, and sometimes a fresh set of eyes can give you some clarity about what to do next. As always, as your EAP, we are here to support your people whatever the nature of their concerns; please contact AccessEAP on **1800 818 728**.