

17/01/2022

What? / Background

The Building Relationships On Site (BROS) Initiative is about raising awareness about behaviours on site and identifying when colleagues might be struggling with their mental health.

It includes a “key identifiers” presentation and ‘temperature gauge’ at the beginning of a project but can be used at any point and with any team.

Why? / Discussion points

It is important that we recognise our colleagues behaviours on site, to make sure that they are physically able and mentally well. Ask yourself:

- Would you recognise if someone you work with was struggling?
- Would you feel comfortable having a conversation about mental health?
- Are you comfortable about the topics of mental health?

Do's & Don'ts / Key points

- ✓ Look out for indicators that your colleagues may be struggling
- ✓ Initiate an open conversation
- ✗ Turn a blind eye
- ✗ Feel you have to solve the problems, a ear is sometimes all a person needs

IDENTIFIERS

- Social Identifiers are what we see ourselves as or what we identify our friends/colleagues as in certain settings
- Examples of identifiers could be:
 - Party animal – first one on the dance floor – last one off
 - Little miss group chat
 - Mr. Organizer – one event ends & he's wanting to confirm the next outing
 - Always on time – hates lateness
 - Gossip Queen/King

If a colleagues 'identifier' changes it could be that they are struggling

You could be the help they need

