COLORADO: A Construction Company Embraces Frank Talk about Mental Health to Reduce Suicide

January 10, 2020
News Type:  Weekly Spark,  Weekly Spark News
State:  Colorado

NPR [1]

A Colorado-based construction company has established a model for preventing suicide among employees. Following the suicide deaths of some of its workers, the RK construction firm set up around-the-clock access to counseling, flexible leave, and crisis response training for managers. The company also changed its culture to foster empathy and promote worker well-being. According to RK co-owner Jon Kinning, talking openly about mental health has been critical to the company’s prevention efforts. Two to three times a week, workers gather for “toolbox talks,” which include discussions of mental health. RK’s prevention approach is now spreading to other construction companies and industries with high suicide rates.


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