

Lyra

Helping Your Employees Cope with Trauma

If any of your employees experiences a traumatic event, they may find it difficult to cope at work. Supporting them when they're at work could play a big part in helping them to heal. Here are some things you can do to help them cope.

Signs to look out for

Every person deals with trauma in their own way. If your employee experiences a traumatic event, these signs could alert you to the fact they may need help

- They're not functioning at work as they usually do
- They're disconnected, perhaps even emotionally numb
- They're drinking more alcohol, taking drugs, or even relying too much on prescription medication
- They appear to be depressed, anxious, or overly fearful
- They've having flashbacks or nightmares and sleep disturbances

Each employee will need individual care. You'll need to be sensitive to their reaction to your support, and where relevant, it may be best to refer them to professional support, such as Lyra.

Here are some things you can do to show your support:

- Acknowledge the event. Talk to them, gently and with care. Let them know that your door is always open if they want to chat. Don't try to fix their trauma – just show empathy
- Establish a safe environment. Set meetings first thing every morning, so the team can discuss their tasks for the day. It will help the employee to keep up with what needs to be done
- Allow flexi hours, so your employee can take a time out if it's necessary
- Give them access to reading material and resources that deal with trauma.
- Check in with them regularly, to ensure they're taking care of themselves.
- Be sensitive to possible triggers.
- Focus on small positives, without ignoring or diminishing the situation. Build the employee up by highlighting and celebrating their achievements

No matter what you're going through, Lyra can help. A mental health professional can offer additional resources, useful perspectives, and hope. Scan the QR code to open the Hub and access your mental health services today.

