

Dare To Be Different!

Let's Discuss Mental Health!

Dr. Vince Hafeli, D.B.A.





I am not a mental health counselor, Psychiatrist, or medical doctor.

If you are struggling and need assistance, please reach out to a health professional or your Human Resources Manager or contact the national helpline.

I Pledge...

TO INITIATE AND/OR ENCOURAGE OPEN CONVERSATIONS RELATING TO SUICIDE AND MENTAL HEALTH AWARENESS IN THE CONSTRUCTION INDUSTRY AND ENGAGE IN RESPONSIBLE ACTIVITIES WHOSE PURPOSE IS TO STRENGTHEN THE CONSTRUCTION INDUSTRY TO PROVIDE AN OPTIMAL ENVIRONMENT TO ENCOURAGE CONSTRUCTION WORKERS TO DISCUSS MENTAL HEALTH STRUGGLES WITHOUT FEAR OF REPERCUSSION OR REPRISAL.

 **NOT
TODAY**

WORLD OF ASPHALT 2024

DYNAPAC
TRACTOR GROUP



FOR SUICIDE PREVENTION AWARENESS
DON'T LET YOUR STORY END

NATIONAL SUICIDE PREVENTION

DSGW

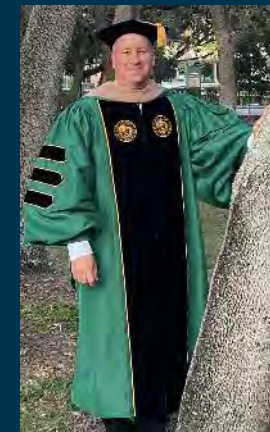
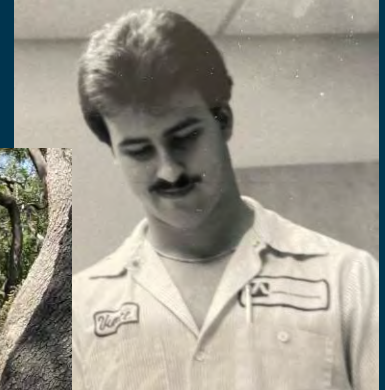
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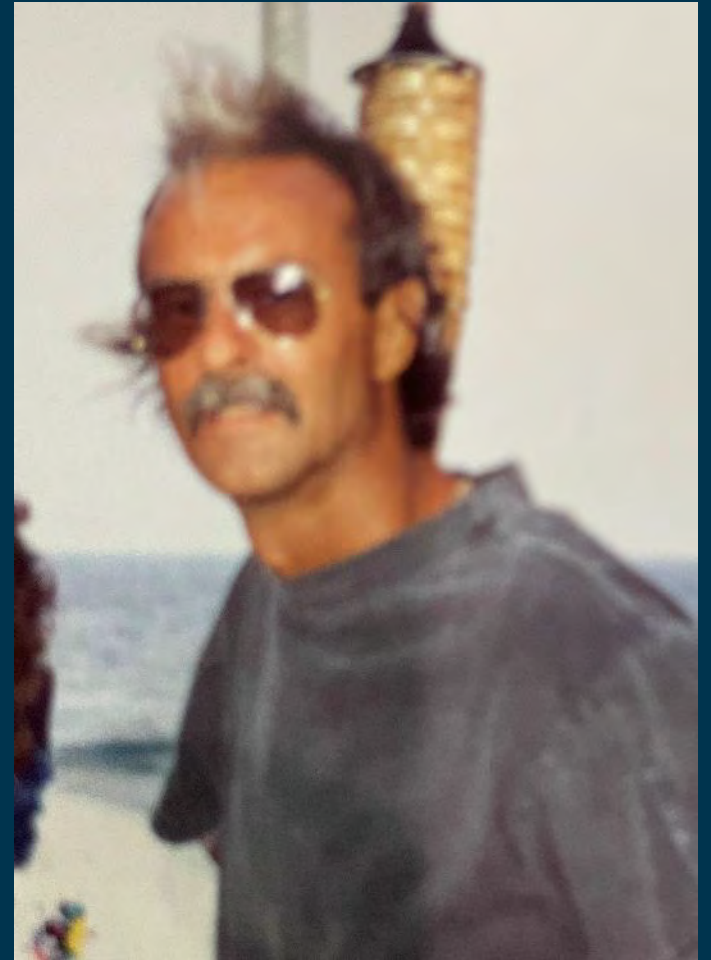
Wright Brothers
Construction
Charleston, TN



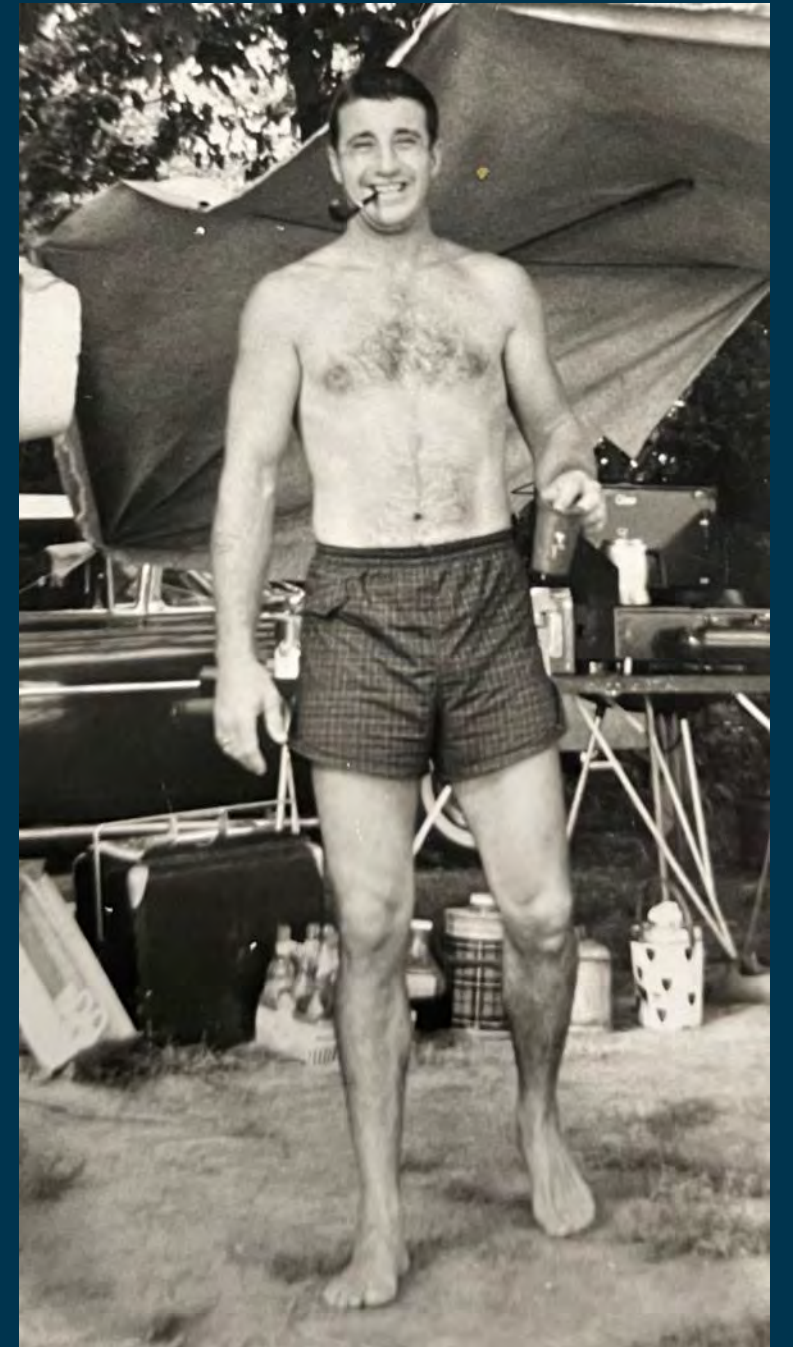
The Circle of Life



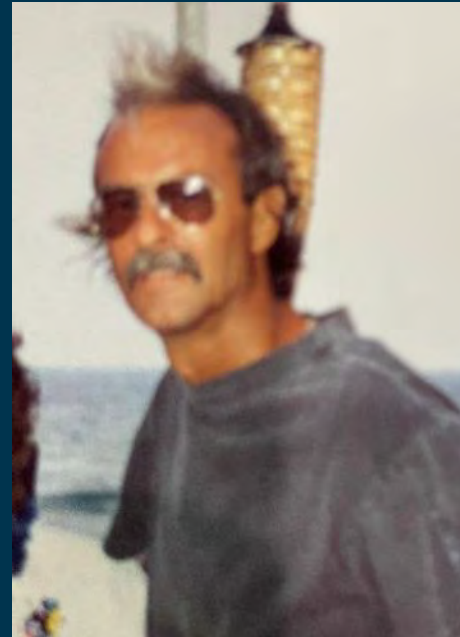
- May 1989 - brother



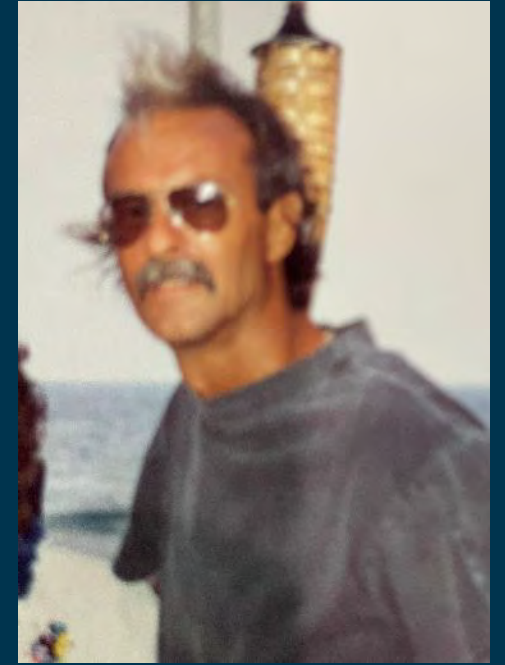
- May 1989 – brother
- July 1989 – father



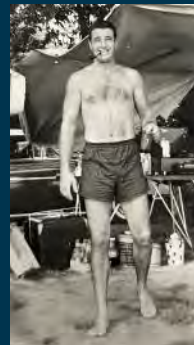
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- November 1989 – twin sons



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- January 1997 – mother



Left Alone!

- May 1989 – brother
- July 1989 – father
- November 1989 – twin sons
- July 31, 1993 – brother
- January 1997 – mother



*There have been
some terrible
times.*

2007



Statistics



What Do The Numbers Say?

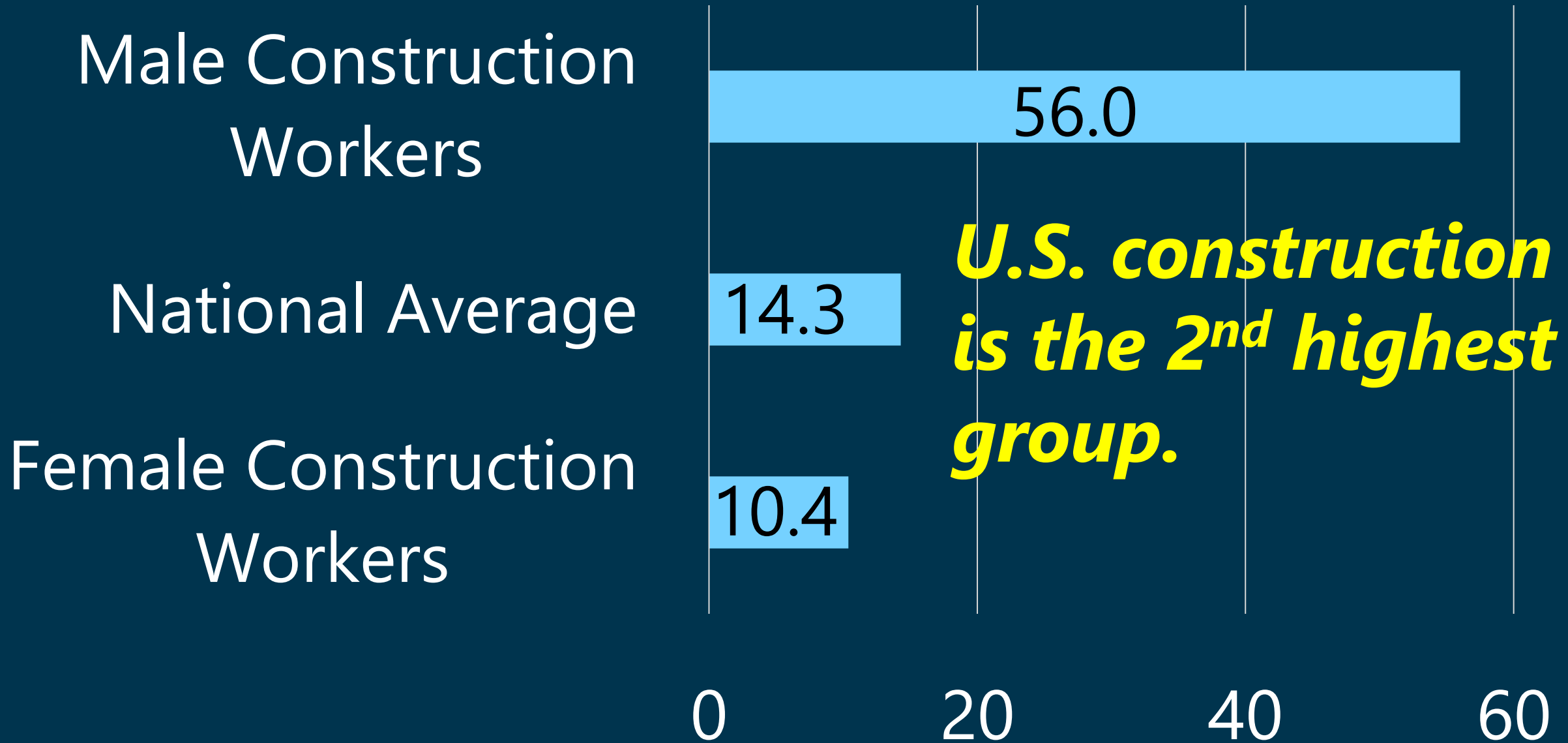
What Is “Killing” Our Construction Workforce?

- Fatality rate is 9.4/100,000*
- Suicide rate is 53.3/100,000**
- Overdose rate is 162.6/100,000**

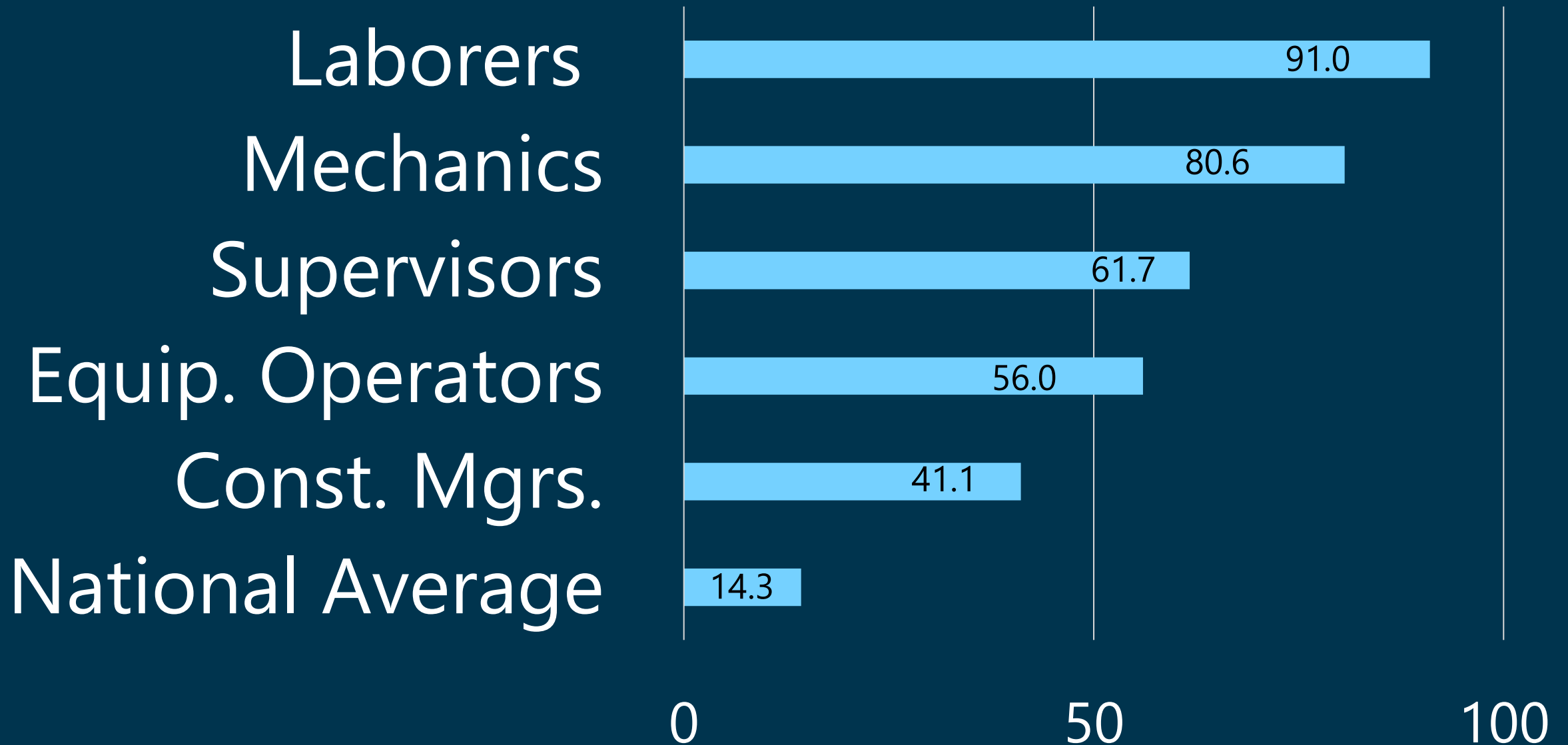
* U.S. Bureau of Labor Statistics

** Centers for Disease Control

Suicide Rate per 100,000 (2021-CDC)



Suicide Rate per 100,000 (2021-CDC)



Stats – 2021 U.S. Bureau of Labor Statistics & Centers for Disease Control

- Construction-related fatalities = 951 (2 to 3 per day)
- Construction and mining/extraction deaths by suicide = 4,813 (*10 to 15 per day*)
(Expected to be under-reported by as much as 50%).

Transformation



**What Does Transformational
Leadership Look Like in Discussing
Mental Health, Suicide, and
Addiction?**

How do we make a difference?



The Transformational Leadership Journey?



September 5-9 Was Construction Suicide Awareness Week



Mark, died by suicide on September 3, 2015. Mark was the office clown and always had us laughing.



- In 2022, 49,476 in the US died by suicide (Up 2.6% from '21)
- Nationally
 - We lose one American every 11 minutes to suicide.
 - Statistically, every two hours, we lose a construction worker to suicide.

While not construction-related, let's look at our youth – “our future.”

- From 2008 through 2021, teen suicide was up 150%.
- Suicide is the second leading cause of death among people aged 10 – 34.

(National Center for Health Statistics)

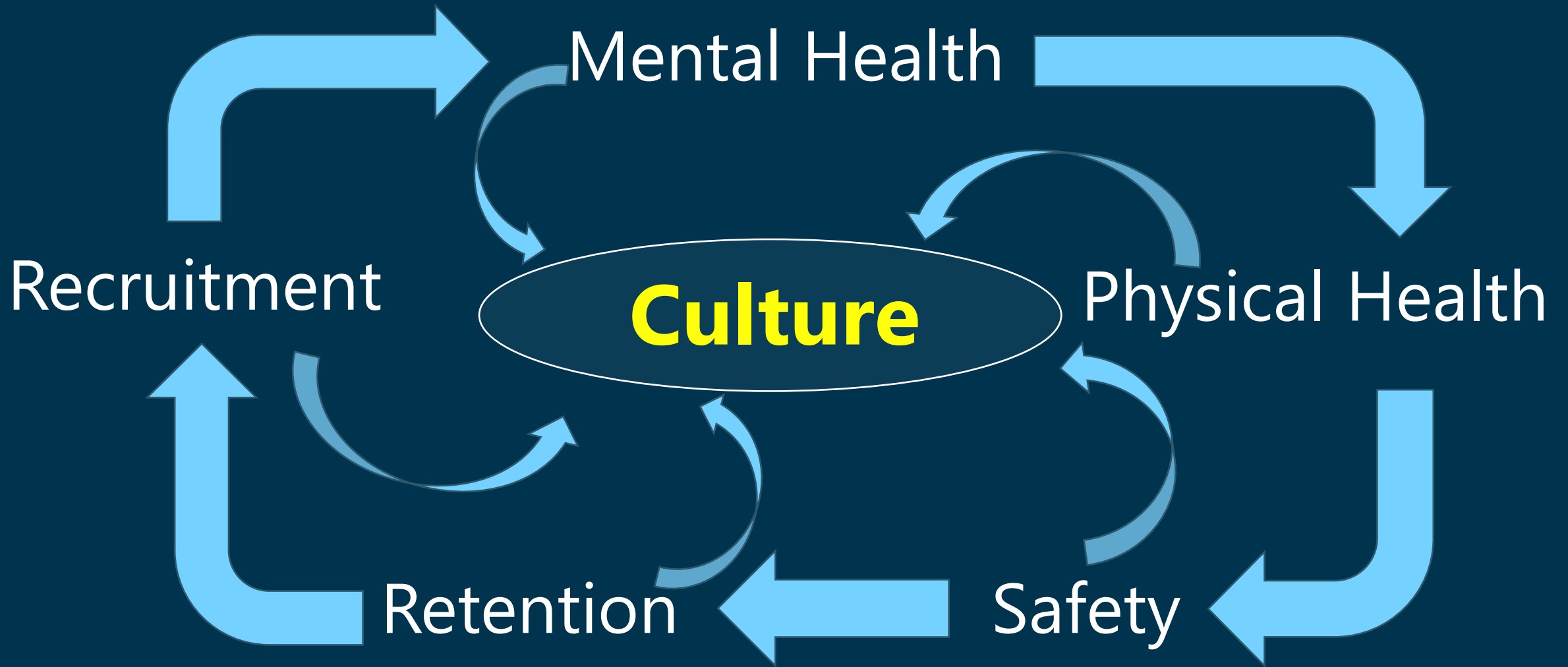
Takeaways

- Mental health does not equate to mental illness.
- Warning signs.
- If you have concerns, ask.

Leadership in the context of workplace mental health refers to the **responsibility** of organizational leaders **to create, model, and sustain** an environment that **prioritizes** mental well-being, reduces stigma, and fosters open communication.

Effective Leadership In This Domain Includes

- Vision and Commitment
- Lead by Example
- Show Empathy and Compassion
- Policy Development and Implementation
- Fostering a Supportive Environment
- Encouraging Open Dialogue



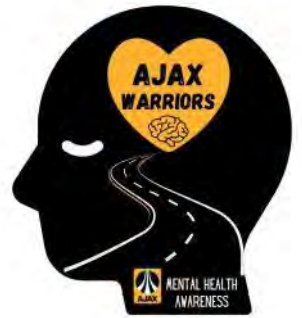
***It is easy to make a buck.
It's a lot tougher to make a
difference.***

Tom Brokaw

How Do We Address These Topics?

1. Keep it *simple*.
2. Leadership acknowledges the issue.
3. Build a network team.
4. Learn what tools you have in your EAP.
5. When appropriate, add to your EAP, if necessary.

“The Ajax Warriors”



Tools to Assist

Phase 1



My Personal
Story



TEDx Talks

University of
Mississippi



Aberystwyth
Wales



Dr. Margaret
Rutherford



“Why?”

He asked.

Thank you!

www.vincehafeli.com