

Leader Talking Points: Preventing Mental Health Problems

- Mental health conditions are common, high-impact, and treatable—but unfortunately, they are severely undertreated.
- Around 75% of adults will experience a mental illness in their lifetime.
- When someone is struggling with a mental health problem, it is often those closest who are the first to notice.
- Be aware of the signs that someone may be struggling—look for significant changes, patterns, and/or severity in their **mood, behavior, thinking, and relationships, work, and life stressors**.
- **Mood** signs to be aware of: Appearing sad/flat, loss of interest in most activities, tearful, anxious, irritable, dramatic mood swings, feeling hopeless/trapped, lower self-esteem.
- **Behavior** signs to be aware of: Easily fatigued, unmotivated, high-risk or self-destructive behaviors, intense desire to stay home/inside, avoidance of stressful activities, hyperactivity, changes in appearance or hygiene, altered speech.
- **Thinking** signs to be aware of: Problems with memory or concentrating, confused/irrational, unable to make basic decisions, racing thoughts, intensely elevated self-esteem, hearing/seeing things others don't, bizarre beliefs that aren't reality-based, paranoia.
- **Physical** signs to be aware of: Changes in appetite, weight loss/gain, change in sleeping patterns, intense fatigue, muscle tension/headaches, feeling restless/on edge, feeling panic, chronic unexplained physical symptoms, struggling with a chronic health issue.
- **Relationship, work, and life stressor** signs to be aware of: Multiple uncontrolled stressors, major losses (e.g., death, loss of job), conflict with others, less social interactions, unexplained absenteeism/tardiness, declining performance, disrespectful behavior, less engaged during meetings, change of tone in conversations/emails, reluctant to use camera when working remotely, offline more/slow to reply.
- If you notice someone struggling, encourage them to contact the **Caterpillar Employee Assistance Program (EAP)**.
- The EAP is a free, voluntary, and completely confidential service provided to employees and their eligible family members to help meet many challenges at home and work.
- Employees can access support or learn more about the benefit at **EAP.cat.com** or by calling **1-866-CAT(228)-0565**.
- Global helpline numbers can also be found at **CaterpillarEAP.com**.