

**Total** health



## A Practical Guide to Supporting R U OK?

**CATERPILLAR®**

**RUOK?™**  
A conversation could change a life.

# The R U OK? Story

In 1995, much-loved Australian Barry Larkin was far from OK. His suicide left family and friends in deep grief and with endless questions.

In 2009, his son, Gavin Larkin, chose to champion just one question to honor his father and to try and protect other families from the pain his endured.

## “Are you OK?”

While working on a documentary to raise awareness about suicide, Gavin and his team realized the documentary alone wouldn't be enough. To genuinely change behavior, a national campaign was needed. And from this realization, **R U OK?** was born.

Gavin remained a passionate champion of the fact a conversation could change a life, even as cancer ended his in 2011. His legacy is a growing conversation movement that is equipping people with the skills and confidence to support those who may be struggling.

## R U OK? at Caterpillar

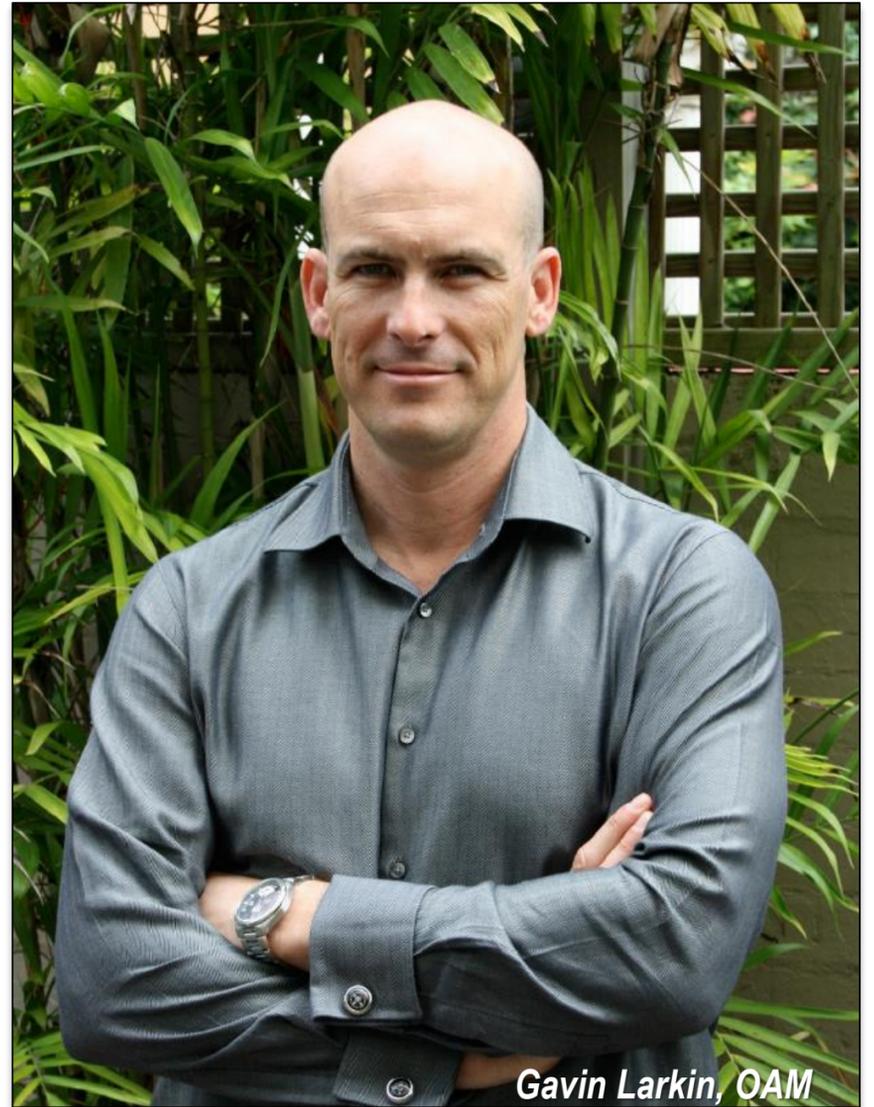
Caterpillar has been supporting the mental health and well-being of our people almost since the company's founding. We recognize that healthy employees are essential to our success, and that includes healthy minds and healthy relationships.

It wasn't just the nearly identical color-matching between Caterpillar Yellow and the Australian R U OK? campaign materials that caught our attention. The philosophy and messages of R U OK? fit Caterpillar culture and our values.

In 2017, we entered into an agreement with the R U OK? non-profit organization in Australia, allowing us to import the R U OK? campaign to North America with the promise that we would spread the word to Caterpillar people worldwide.

In 2018, we rolled out R U OK? in an effort to build awareness around mental health and suicide. We want to leverage the power of our culture and our people. We are all on the same team, with shared goals and the power to ask R U OK? when we see someone struggling.

Sometimes, a conversation can change a life. And sometimes, the best source of help is sitting right next to us.



Gavin Larkin, OAM



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# R U OK? is about ensuring everyone feels connected and is protected from mental health problems and suicide.

- Depression is the leading cause of disability worldwide.
- Suicide is the 10<sup>th</sup> leading cause of death in the U.S., the 18<sup>th</sup> worldwide, and 2<sup>nd</sup> leading cause of death for ages 10-35.
- Global estimates range from 12 to 30 attempts for each completed suicide.

## We all experience life's ups and downs:

- Relationship problems
- Stress
- Grief
- Financial challenges

These moments can really challenge us, and sadly, many people feel they don't have anyone to confide in. But there is something that can help.

## You.

Long before we see a doctor or personal counselor, it's those around us every day who have the ability to notice when we are not our normal selves.

R U OK? helps YOU make a difference to the people in your world who are struggling with life's challenges—big and small.

## How do we do this?

Unfortunately, today we spend more time looking at our mobile devices than we do the world around us.

We encourage everyone to pay close attention and invest more time in the people around them. When our relationships are strong, we're more likely to see the signs that someone's struggling.

- Changes in physical appearance
- Changes in mood
- Changes in behavior
- Changes in how thoughts are expressed

When you see these signs or just feel something's not quite right with a friend, co-worker, loved one or neighbor, we want you to trust your instinct. Reach out to them and ask, **R U OK?**

We're working to equip people with the skills and confidence to navigate a conversation when someone says, "No, I'm not OK."

You can learn the 4 Steps to navigating a conversation...



### 1. Ask, "RUOK?"



### 2. Listen



### 3. Encourage Action



### 4. Check in

# R U OK?™

A conversation could change a life.



# R U OK? at Work

## R U OK? is a cause everyone can get behind.

When explaining and promoting the purpose and the importance of asking “Are you OK?” at Caterpillar, we suggest the following key messages:

- Supporting the health and safety of our people is a priority at Caterpillar. We all have a responsibility to help our people feel safe and supported.
- As part of our commitment to each other’s well-being, we’re championing the R U OK? message in our organization.
- We can all make a difference to anyone who’s struggling if we take the time to recognize the signs and have a meaningful conversation.
- If you feel like something’s up with someone you know, trust that gut instinct and take the time to ask them how they’re doing.
- You don’t have to be an expert to have a caring, meaningful conversation.
- Follow R U OK?’s four steps: **Ask R U OK?**, **listen with an open mind**, **encourage action**, and **check in**.
- You don’t have to fix their problem or take away their pain; you just need to help them feel supported and show you really care.
- Every day is R U OK? Day. Every day is an opportunity to start a conversation that could change a life.



# How to Get Involved

- Visit [EAP.cat.com](http://EAP.cat.com) > R U OK? to access resources for your organization.
- Target the months of September and October to promote R U OK?, World Mental Health Day (Oct. 10), Suicide Prevention Day (Sept. 10), and R U OK? Day (Sept. 12).
- Display signage, including digital images, handouts, newsletter articles and signature lines.
- Distribute brochures and wallet cards.
- Add an R U OK? slide in the Safety and Introduction slides during meetings.
- Request training or presentations about R U OK? Our EAP team can deliver messages in as little as 5-10 minutes on your agenda.
- Promote the services of Caterpillar's global Employee Assistance Program (EAP) as a resource for consultation and referrals for those in need.
- Champion the importance of recognizing those in need.
- Empower and inspire the people in your organization to ask R U OK?



## Employee Assistance Program

Caterpillar's Employee Assistance Program (EAP) is a voluntary, **confidential**, **FREE** benefit helping employees and their families resolve a variety of personal issues before they impact well-being, health or productivity.

The EAP is a great place to start for those feeling... **not OK**.

### For 24/7 EAP support, call:

+1-866-CAT(228)-0565 or +1-309-820-3604

### Email access and global access numbers:

[CaterpillarEAP.com](http://CaterpillarEAP.com)

### Caterpillar Benefits site and onsite EAP access:

[EAP.cat.com](http://EAP.cat.com)

### Mobile app and text access:

Download the My EAP app for iOS, Android and Blackberry

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