How are you?

No, really?

If a colleague doesn't seem themselves, you don't need the perfect words. You just need to ask.



1. **Ask twice.** "Fine" is often the first answer, not the real one.
2. **Find a quiet moment.** A walk or a brew works well.
3. **Listen more than you talk.** You don't have to fix it.
4. **Ask what would help.** Let them lead.
5. **Check in again** in a few days.

If someone is in immediate danger, call 999. Samaritans are free on 116 123, any time.

FREE 2-MINUTE CHECK-IN

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