

# Meet Glenn

Glenn, 65, spent more than 30 years driving trucks around the Far South Coast of NSW and working in purchasing, logistics and materials management for warehouses. His career brought many challenges, including regular twelve-hour day trips, sometimes through the winter snow. Glenn's work and personal struggles were exacerbated when he didn't receive the support he needed from his manager, which is why he is now passionate about encouraging supportive conversations in the road transport, warehousing and logistics industry.



**Glenn: Driving trucks and working in warehousing is more intense than people realise.** You spend a lot of time on your own which can make shifts feel longer, you're on very tight schedules that are often impacted by unforeseeable delays, and you drive in ridiculous weather at times. During snow season, I would have to put chains on my wheels and drive 20km up the mountains, often wondering if I would make it through. It wasn't uncommon for a ten-hour day to become thirteen hours due to road and weather issues.

After several years the long drives became too much for me, so I opened up to my manager about feeling fatigued. I suggested we share the load or split shifts with some of the younger blokes at work. I was taken back by his response. He essentially said, 'So you're telling me you can't do your job?'. My confidence was shot after that, and I retired earlier than I would have liked to.

It takes a lot for a man to share his struggles, particularly in our industry. My career spanned from the eighties through to 2013, when there was a 'harden up' mentality in the workplace. Most people kept things to themselves because if you spoke up about doing it tough, you were considered a whinger or incapable of doing your job – and no one wanted to risk losing their income. **But the reality is – we all face stress in life, and while it isn't always work-related, we spend a decent amount of time at work, so it needs to be a safe place where we can talk about our challenges.**

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Having challenges in life doesn't mean you can't do your job; it means you're human



Ask

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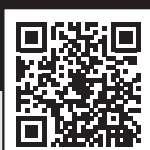
I slipped into a dark hole when I retired. I bottled everything up for five years. I had a mate who would call me regularly to chat. One day he mentioned I didn't show up to something and he hadn't seen me around a lot lately (small towns make it easy to notice absence). So, this time when he asked if I was OK, I paused. I couldn't lie anymore, so I said, 'I'm actually not OK, I need some help'. He didn't make a fuss, he just said 'how about we go for a coffee?' Over coffee I got everything off my chest. **He didn't interrupt me or tell me what I should do, he just listened.**

I'm confident that conversation saved my life. It's why I'm so passionate about encouraging everyone, particularly managers and colleagues, to check in with each other. **If someone isn't OK, you don't need to have the answers, you just need to listen and let them know you care.** Men and women working in the transport industry spend a lot of time away from their families, and even more time alone. Their workplace is their second family. So, it's important everyone knows how to spot the signs a colleague isn't OK and is confident starting and continuing a conversation. That's exactly what R U OK? in Trucks & Sheds is about.



**If someone isn't OK, you don't need to have the answers, you just need to listen and let them know you care.**

Having challenges in life doesn't mean you can't do your job; it means you're human. And being in a workplace that acknowledges the ups and downs of life is only going to help staff thrive personally and professionally. It's a no brainer.



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