

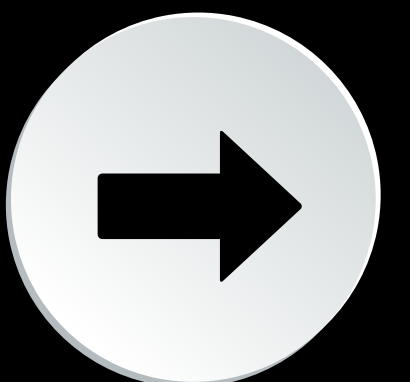
# RU OK?<sup>TM</sup>

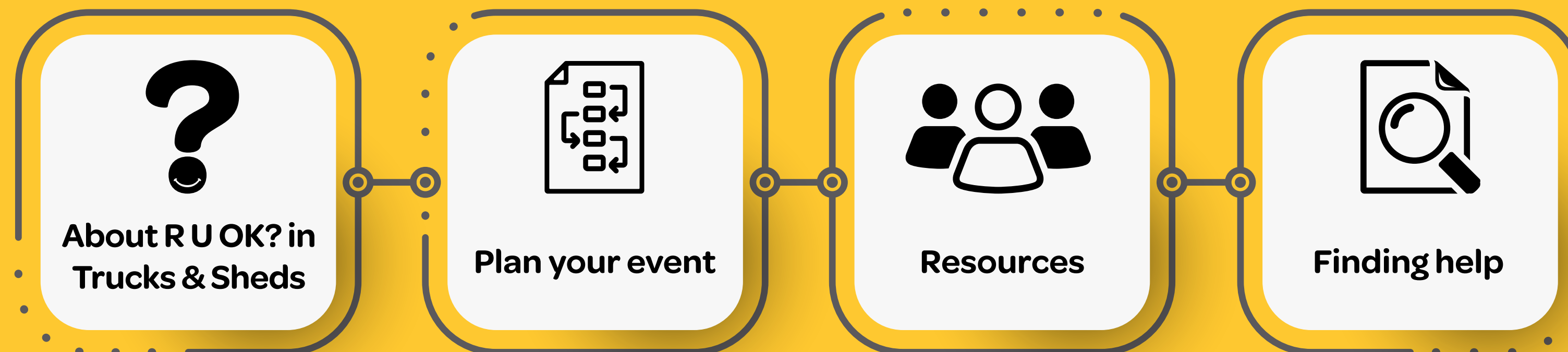
## inTrucks&Sheds




Your *interactive* workplace guide

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**Use our FREE  
resources to  
share the  
R U OK? message  
in your workplace  
and with your  
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Ask

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No qualifications needed



About  
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# About R U OK? in Trucks & Sheds

*R U OK? and Healthy Heads in Trucks & Sheds have teamed up to empower people in the road transport, warehousing and logistics industries to meaningfully connect and genuinely ask, 'are you OK?'*

This guide includes resources to encourage your workplace to get behind R U OK? in Trucks & Sheds.

**R U OK? in Trucks & Sheds  
Industry Day of Action**

Tuesday 14 May 2024



Healthy Heads in Trucks & Sheds Foundation promotes the prevention and understanding of mental health issues that exist across the road transport, warehousing and logistics industries.

**RUOK?**

R U OK? is a public health promotion charity that inspires and empowers people to meaningfully connect with those in their world and lend support when they are struggling with life.



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About  
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**Our 2024  
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## Our 2024 message is:

Ask

**RUOK?**<sup>TM</sup>  
inTrucks&Sheds

No qualifications needed

We want the road transport, warehousing and logistics industries to know that you don't need to be an expert to have an R U OK? conversation with a mate or colleague. Listening and giving someone your time might be just what they need to help them through.

It's not about fixing their problems, it's about showing that you care.

By having regular, meaningful conversations about life's ups and downs, you can help the people in your world feel supported and encourage them to access professional help before they are in crisis.

We all have what it takes to ask R U OK? - No qualifications needed. Because a conversation could change a life.



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# Ask

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**Make it meaningful**



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## Make it meaningful

We encourage you to organise a workplace event. It's an effective and engaging way to connect your staff and share the R U OK? message.

A meaningful event can empower staff to build their confidence to ask, 'are you OK?' when they spot the signs someone they care about might be doing it tough.

- 1 Organise:** Whether it's a morning tea, a toolbox talk or an online event, a well organised activity can have a positive impact on the lives of those taking part.
- 2 Stay Connected:** Plan activities that provide opportunities for people to connect and talk to one another. Regular chats help us get to know each other better and that can break down barriers and lead to future meaningful conversations.
- 3 Educate and Inspire:** Share stories from within the industry to show how conversations can change lives. Provide resources with practical tools and tips on how to prepare for an R U OK? conversation and what to do next if someone says they're not OK.
- 4 Champions:** Recruit and involve people who believe in the power of a conversation to help you organise and deliver your R U OK? in Trucks & Sheds activities. These individuals can help champion the R U OK? message in your workplace all year round.



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# Event checklist

An event checklist to help get you started!

- ☐ Is it a face-to-face or virtual event?
- ☐ What connection activities will you include?
- ☐ Who will be invited/involved in your event?
- ☐ Do you need to book a space or venue for the event?
- ☐ Have you considered catering, amenities, accessibility and safety?
- ☐ Have you considered having an R U OK? Community Ambassador speak at your event?
- ☐ Will you display decorations or posters at the event and/or around the workplace?
- ☐ Have you ordered merchandise for your event?
- ☐ Have you downloaded the free resources to share?
- ☐ Have you sent out invitations to save the date?
- ☐ How will you promote your event?
- ☐ How can your managers, leaders and supervisors help to promote the event?
- ☐ Have you included support services in your communications such as your Employee Assistance Program (EAP)?

**Register as a Champion at [healthyheads.org.au/ruok](https://healthyheads.org.au/ruok) to be kept updated with the latest resources and information**



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# Conversation starters and activity ideas

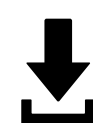
## 4 steps of an R U OK? conversation



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## Toolbox Talk

Share the R U OK?  
in Trucks & Sheds  
messages in your  
toolbox talk.



**Download our free presentation kit**



## Lunch 'n' Chat

Connect over a shared meal or a  
cuppa and take the time to have a  
meaningful chat with a workmate.



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# Conversation starters and activity ideas

**Conversation Starters**  
How to use the cards

These cards are designed to encourage people to get to know one another better. Getting to know each other builds trust and when people trust someone they feel more able to open up about life's ups and downs, big and small. It's important that we have meaningful conversations with those we care about and make asking, 'are you OK?' a part of our everyday.

**Conversation Corner**  
Set up a comfortable space and leave the cards for anyone to use who may be sitting there. Alternatively, you could display the conversation starters on a wall or board where people often linger. It's a good idea to include the poster on the next page so people know the purpose of the activity.

**Make a Conversation Menu**  
Use the conversation starter cards over a shared meal and allocate a number of questions to each course.

**Take it virtual**  
If your team or group isn't in the same place you can still use the cards.

**Conversation Bingo**  
Print out a sheet of conversation starter cards, one for each person, but don't cut them out yet. Give the group 15-30 minutes to introduce themselves, and use the conversation starters on the cards with others. Ask them to write the name of the person they asked in the corresponding square. The first person to fill in four squares horizontally, vertically or diagonally (or the whole card if it's a challenge) wins! Print out the 'Conversation Bingo' and the 'Conversation Starters' cards.

Scan the QR code or go to [healthyheads.org.au/ruok](https://healthyheads.org.au/ruok)

**Conversation Starters**  
healthyheads.org.au/ruok

**Are you OK?**

Which musician or artist would you most like to see perform?	Where is the most beautiful place you have visited and what was it like?	What is the most interesting advice you've ever received?	What is your favourite time of year and why?	The proudest moment of my life was...	Describe your perfect day.
If you could give any advice to the next generation, what would it be?	When you were a child, what was your greatest talent?	If you could have any superpower what would it be?	Who is someone you admire and why?	What is something that not many people know about you?	If you were given a million dollars, how would you spend it?
What is your favourite sporting team?	What do you do to look after your mental health?	What's your favourite meal?	Who would play you in a movie about your life?	Who is someone you can talk to about anything?	What's the most interesting thing you've learned lately?

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inTrucks&Sheds  
No qualifications needed



Add some fun to your event with some connection activities to spark conversations between workmates.

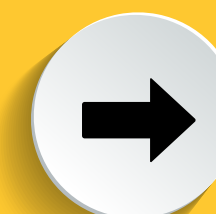
## Promote your event around the workplace

Display posters in lunchrooms, in the warehouse, back of toilet doors or in waiting bays as a reminder to make asking, 'are you OK?' a part of your everyday.

**Download**



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# Conversation starters and activity ideas



## Walk the floor

As a manager or leader, walk the floor to say hi to your team at the start of each shift. Never underestimate the power of a 'hello' and taking the time to acknowledge your staff.

Want to  
catch up?

## Check in

Encourage staff members to regularly share how they're tracking. You could introduce a **check in scale** of 1 to 10 at team meetings or check in individually. Try to ask follow up questions based on their scale.



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## R U OK? Community Ambassadors



R U OK? Community Ambassadors are volunteers who are trained to safely share their story of mental ill-health and/or suicide. They can also provide practical tools and tips about when and how to have a meaningful R U OK? conversation.

It's important to acknowledge that the nature of the R U OK? mission and the personal reflections of people with lived experience of suicide can sometimes raise difficult emotions for others. **It's important to acknowledge that Ambassador presentations may be difficult for some and raise emotions.**

- Provide your staff with ways to access support services at and following the event. E.g. onsite counsellor, Employee Assistance Program or sharing of helpline phone numbers.
- Communicate with staff ahead of time about the nature of the discussion and give them the opportunity to opt out at any time.
- Create a safe and supportive environment for the Ambassador when they are sharing their personal story. E.g. remove distractions such as food being served, music or other people talking.



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## R U OK? Community Ambassadors

If you'd like to learn more about our Ambassador program or request a presentation by a Community Ambassador, please visit [ruok.org.au/ambassadors](https://ruok.org.au/ambassadors)

- Please allow a minimum of 4 weeks notice of your request for an Ambassador.
- As we have a small cohort of Ambassadors, we unfortunately will not be able to fulfil every request. In the event we cannot fulfil your request, there are resources available including a PowerPoint presentation deck and videos which can be used to share the R U OK? message.
- We ask that you reimburse Ambassadors for any out-of-pocket expenses they incur to speak at your workplace. E.g. travel costs.



To look after both speakers and audience members, we encourage you to reference this detailed checklist from the Mental Health Coordinating Council.



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## Merchandise

This year you can purchase R U OK? in Trucks & Sheds merchandise to help promote your event and encourage conversations.



**Buy R U OK? in  
Trucks & Sheds merchandise**

Alternatively, you can purchase  
R U OK? merchandise at [store.ruok.org.au](https://store.ruok.org.au)

Use code 'HHTS10' for a 10% discount.  
Code can only be used once per customer.

All orders are sent via Australia Post. Please order your merchandise early to avoid any possible delivery delays.

You can also download free posters and resources at  
[healthyheads.org.au/ruok](https://healthyheads.org.au/ruok)



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# Ask

## RUOK? inTrucks&Sheds

No qualifications needed



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## Free resources

To help you share our 2024 message: Ask R U OK? No qualifications needed, we've put together a range of downloadable resources.

### Download these assets



Free  
resources



Message  
templates

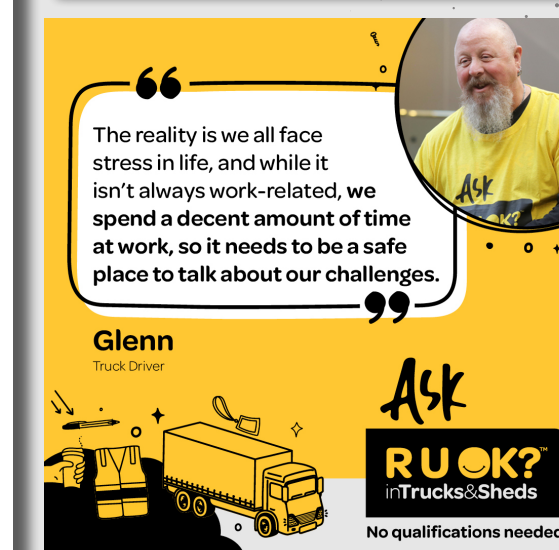
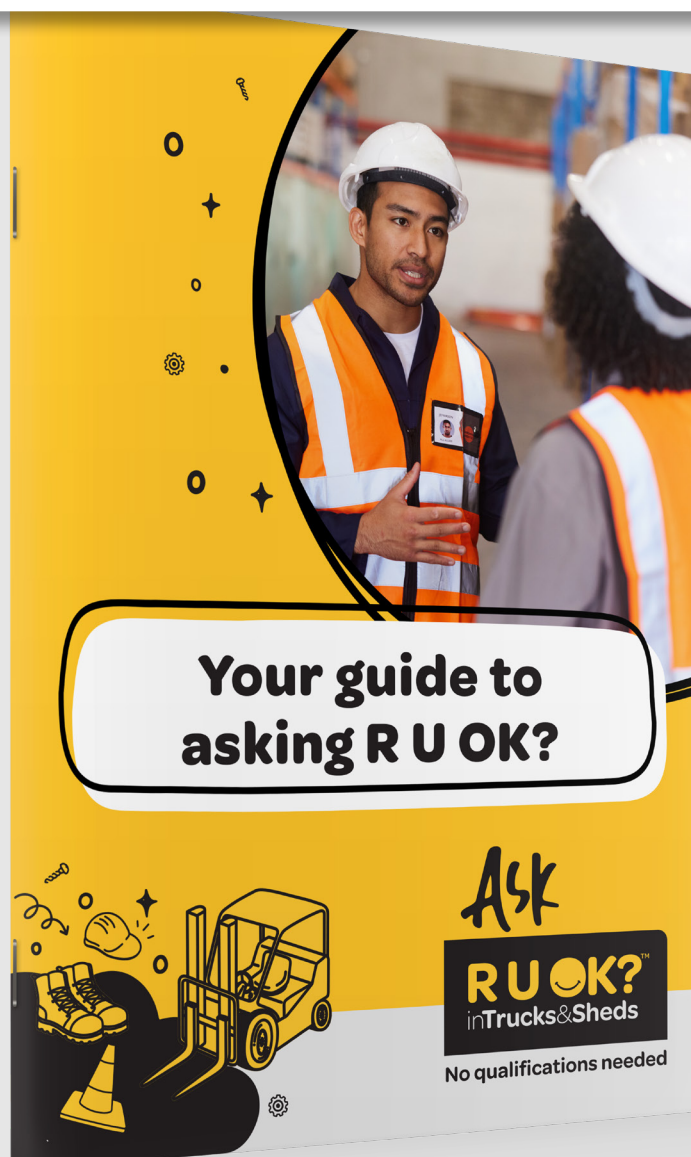


Share your  
efforts



Year-round  
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- Conversation Guide
- Presentation slides
- Video and audio messages
- Social media tiles
- Posters
- Email signatures



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## Real stories

We encourage you to share these personal stories that show the power and impact of RU OK? conversations with your teams and through your own channels.



Download case studies

### 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.**

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



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### Meet Vikki

Vikki, 45, worked in distribution logistics for 20 years. During this time, her priority to normalise mental health and create a supportive culture was a regular part of her role. As a Distribution Centre Manager, she leads a team of people, varying in age, cultural background and life experience. On several occasions, staff have experienced the life-changing impact of RU OK? conversations.



One of the first phrases I heard at work was 'she'll be right'. I had no idea what it meant, but it was a way of shrugging off or dismissing people's problems. It didn't sit well with me. If your people aren't running well, then your business can't run well. I started to get to know people. I'd frequently check in with them if I knew they were struggling, particularly when I was a team manager. I was told I was oversteering, but I should let them deal with personal issues in their own time. We all have a life outside of work, and if you're going through a tough time, it's important to talk about it.

It's my mission to build a supportive culture. I started by sharing my own struggles with anxiety and depression and that I take hormone therapy. I can still do my job, but I must do these things to keep myself healthy. RU OK? quickly breaks down the barrier and helps them realise they're not alone.

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## Message templates

Below are some suggested messages that you can use in your event invitations, email newsletters, social media posts and more.

- You don't need to be an expert to have an R U OK? conversation with a mate or colleague. Listening and giving someone your time might be just what they need to help them through.
- We all have what it takes to ask R U OK? - No qualifications needed.
- For the third year, R U OK? and Healthy Heads in Trucks & Sheds are encouraging workplaces in the road transport, warehousing and logistics industries to encourage connections and genuine conversations.
- **R U OK? in Trucks & Sheds** is an industry-wide initiative that encourages companies large or small to come together, connect, share stories and learn how to have an R U OK? conversation any day of the year. This year's day of action will be held on 14 May 2024.
- Regular and meaningful conversations help us to know our workmate's routines and behaviours and can help us spot the signs they might not be OK.
- A genuine chat can really make a difference when someone is struggling.
- A conversation could change a life.
- #RUOKtrucksandsheds



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## Share your efforts

We would love to see your event in action and hear how the day went. We encourage you to take photos or a video of your event (if it's appropriate to do so) and share with us your stories of connection.

Post them on your social media channels with the hashtag #RUOKtrucksandsheds

You can also tag @ruokday and @healthyheadsau

If you have stories of impact that you want to share, please email them to [info@healthyheads.org.au](mailto:info@healthyheads.org.au)



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# Year-round tips for champions

Staying connected and supporting each other isn't just for one day of action. Fostering a year-round healthy work environment benefits business and everyone in the business.

Leaders and champions play a particularly important role in setting the tone and supporting the mental health and wellbeing of staff. You can do this by encouraging regular meaningful conversations and building an R U OK? culture in your organisation.



## Top 10 tips to building an R U OK? Culture

- 1** Communicate the R U OK? message year-round via your local communication channels (intranet, newsletter etc).
- 2** Set a standing agenda item in team meetings to discuss wellbeing matters. Provide a space where employees can access their manager to talk about problems they may be having.
- 3** Sensitively share R U OK? stories that highlight how the organisation and individuals have been able to support each other.
- 4** Provide support services and referral options to staff all year round & regularly highlight the services available. Invite an EAP representative to talk to staff about what it offers and how to access the assistance.



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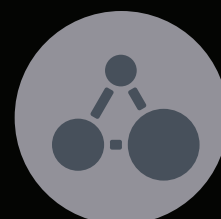
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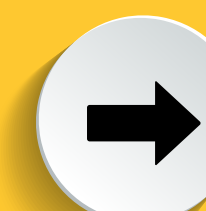
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- 5 Organise connection activities for staff members to get to know each other and encourage genuine conversations.
- 6 Recognise and reward the efforts of your team for steps they take to build the R U OK? culture.
- 7 Model healthy behaviours such as attending to your own self-care, having breaks, and taking leave.
- 8 Organise and encourage participation in mental health and wellbeing training.
- 9 Notice the signs and ask, 'are you OK?' if you think someone might be struggling.
- 10 Map out a calendar of activities, initiatives, and goals for the year to help you stay on track:

Release of new resources for R U OK? in Trucks & Sheds. Start planning your event.	R U OK? in Trucks and Sheds industry day of action.	Plan a connection activity for your team.
March	May	June
Acknowledge R U OK? Day by sharing stories of impactful R U OK? conversations.	Remind your team of the help available in the lead up to the busy holiday season.	Plan your next year ahead - set up goals to help you build a mentally healthy workplace.
September	November	January



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**Support  
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# Support is available

**If your life is in danger or you are concerned for your own or someone else's safety, please call 000.**

If you're finding life tough or need some extra support, it can help to talk with someone you trust. You and your loved ones can also contact your local doctor or one of the services below for advice.

## **Lifeline (24/7)**

13 11 14

[lifeline.org.au](https://lifeline.org.au)

## **Beyond Blue (24/7)**

1300 224 636

[beyondblue.org.au](https://beyondblue.org.au)

## **Suicide Call Back Service (24/7)**

1300 659 467

[suicidecallbackservice.org.au](https://suicidecallbackservice.org.au)

## **13 YARN (24/7)**

Support line for Aboriginal and Torres Strait Islander people

13 92 76

[13yarn.org.au](https://13yarn.org.au)

## **QLife (3pm-midnight)**

Anonymous, free LGBTI support

1800 184 527

[qlife.org.au](https://qlife.org.au)

## **Kids Helpline**

**(24/7, for youth 5-25)**

1800 55 1800

[kidshelpline.com.au](https://kidshelpline.com.au)

## **MensLine (24/7)**

1300 78 99 78

[mensline.org.au](https://mensline.org.au)

## **More contacts**

[ruok.org.au/findhelp](https://ruok.org.au/findhelp)

For additional information on how to access Australia's most trusted mental health service providers, visit [www.headtohealth.gov.au](https://www.headtohealth.gov.au)

