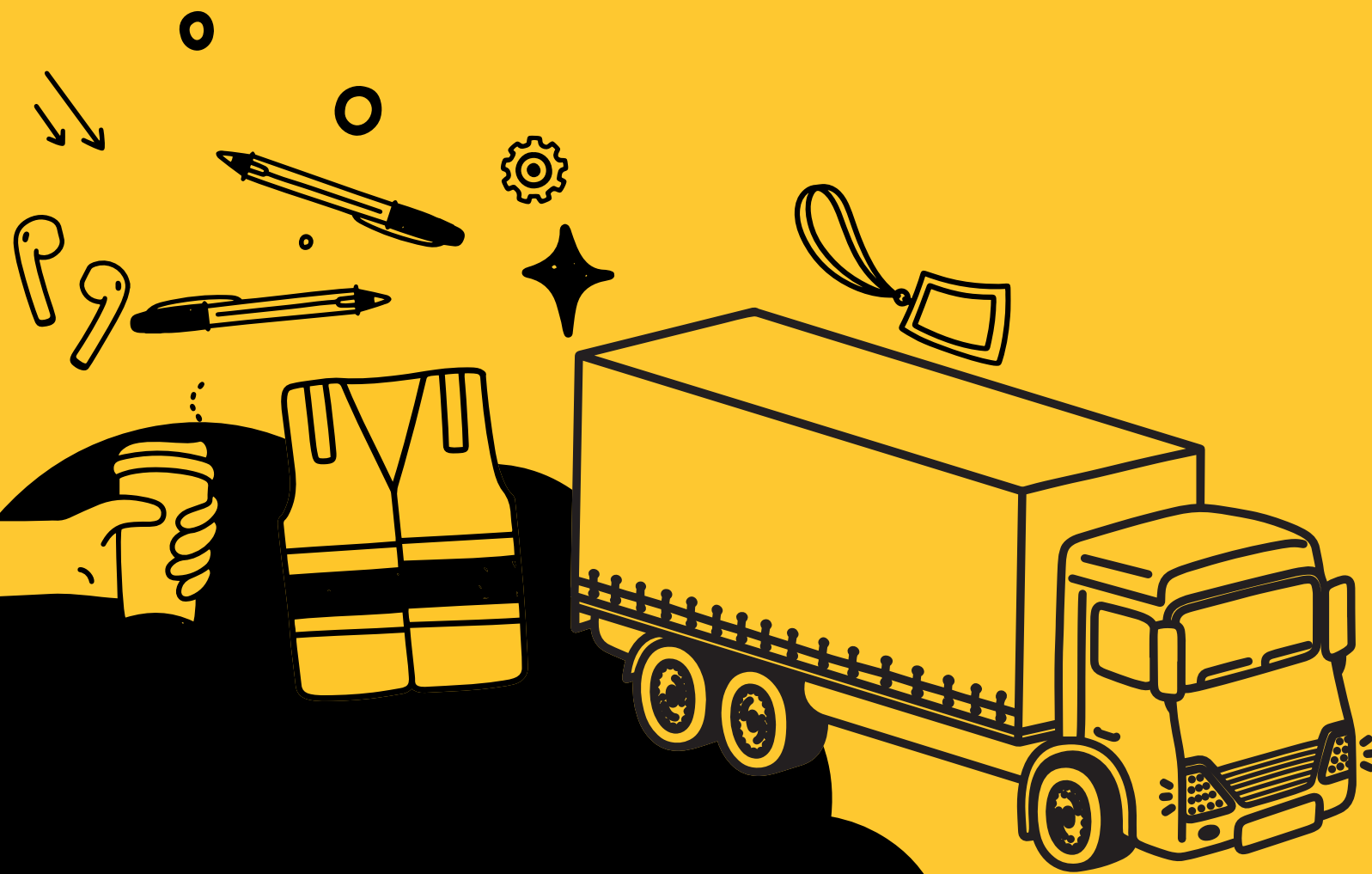


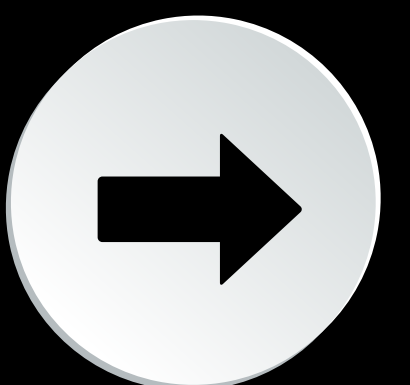
RUOK?[®]

inTrucks&Sheds



Your *interactive* workplace guide

Click here to
get started



Ask

RUOK?[®] inTrucks&Sheds

No qualifications needed



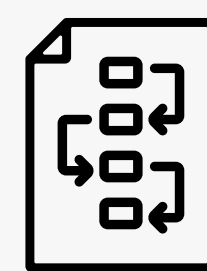
Index

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any time to return to
this index*

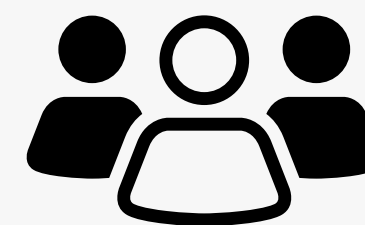
**Use our FREE
resources to
share the
RUOK? message
in your workplace
and with your
networks.**



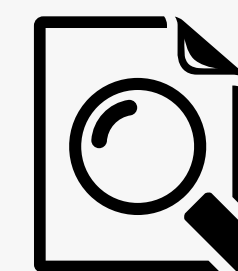
About RUOK? in
Trucks & Sheds



Plan your event



Resources



Finding help



About
RUOK? in
Trucks & Sheds



Make it
meaningful



Free
resources



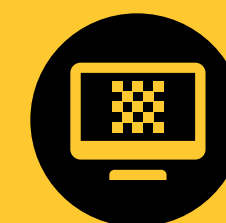
Support
services



Our 2025
message



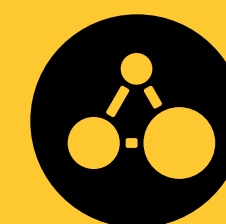
Event
checklist



Message
templates



Conversation
starters and
activity ideas



Share your
efforts



RUOK?
Community
Ambassadors



Year-round
tips for
champions



Merchandise

*Click to go directly
to a specific section*

*Use the arrows to
flick through the
guide in order*



2



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About
**RUOK? in
Trucks & Sheds**



Our 2025
message



About R U OK?

Plan Your Event

Resources

Finding Help

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.



Healthy Heads in Trucks & Sheds (Healthy Heads) is a registered not-for-profit foundation that provides a national approach to improving mental health and physical wellbeing for people working in road transport, warehousing and logistics.

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.

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

Tuesday 6 May 2025



3



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About
RU OK? in
Trucks & Sheds



**Our 2025
message**



About R U OK?

Plan Your Event

Resources

Finding Help

Our 2025 message is:

Ask

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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.



4



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Make it meaningful



Event checklist



Conversation starters and activity ideas



RU OK?
Community Ambassadors



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About R U OK?

Plan Your Event

Resources

Finding Help

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.



5



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Event checklist



Conversation starters and activity ideas



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About R U OK?

Plan Your Event

Resources

Finding Help

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 to be kept updated with the latest resources and information



6



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Event checklist



Conversation starters and activity ideas



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About R U OK?

Plan Your Event

Resources

Finding Help

Conversation starters and activity ideas

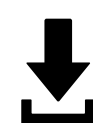
4 steps of an R U OK? conversation



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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.



7



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Event checklist



Conversation starters and activity ideas



RU OK?
Community Ambassadors



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About R U OK?

Plan Your Event

Resources

Finding Help

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 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

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

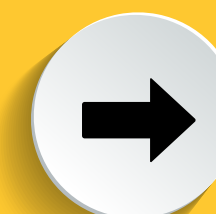
Promote your event around the workplace

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



8



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Make it meaningful



Event checklist



Conversation starters and activity ideas



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Community Ambassadors



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About R U OK?

Plan Your Event

Resources

Finding Help

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.



9



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Event checklist



Conversation starters and activity ideas



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Community Ambassadors



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About R U OK?

Plan Your Event

Resources

Finding Help

R U OK? Community Ambassadors



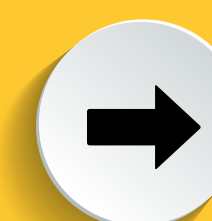
R U OK? Community Ambassadors are volunteers who are trained to safely share their story of mental ill-health and/or suicide. They can also provide practical tools and tips about when and how to have a meaningful R U OK? conversation.

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.



10



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Make it meaningful



Event checklist



Conversation starters and activity ideas



RUOK?
Community Ambassadors



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About R U OK?

Plan Your Event

Resources

Finding Help

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

- 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.



Lived-experience stories are also available as downloadable resources for you to play as part of your workplace events.



For more information on how to hold a safe and supporting event, visit ruok.org.au/duty-of-care



11



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Make it meaningful



Event checklist



Conversation starters and activity ideas



RU OK?
Community Ambassadors



Merchandise



About R U OK?

Plan Your Event

Resources

Finding Help

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

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



12



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About R U OK?

Plan Your Event

Resources

Finding Help

Free resources

To help you share our 2025 message: Ask R U OK? No qualifications needed, we've put together a range of downloadable resources.

Download these assets



Free
resources



Message
templates

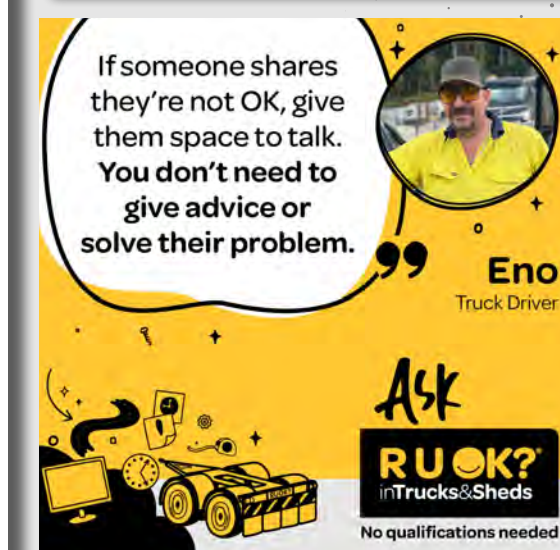
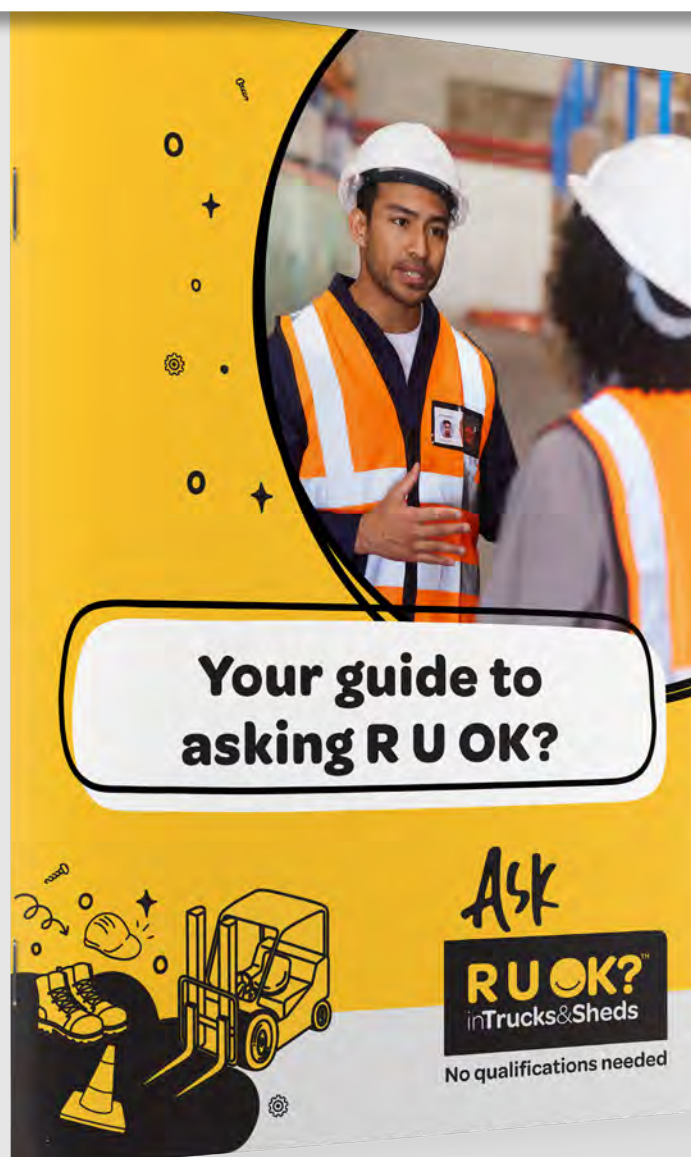


Share your
efforts



Year-round
tips for
champions

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



13



Ask

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No qualifications needed



Free
resources



Message
templates



Share your
efforts



Year-round
tips for
champions



About R U OK?

Plan Your Event

Resources

Finding Help

Real stories

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



Download case studies

Meet Sarah



Sarah is a Distribution Centre Manager with Linfox and has been at the company for 5 years. As a manager, Sarah prioritises earning trust and building a supportive workplace culture. She shares some of the practical ways her team check in with one another, and her own experience of how her supportive manager helped her through a challenging time, after the loss of her son.

“Asking ‘are you OK?’ may end up saving a life.”

It's impossible to separate life's ups and downs from work. As humans, we can't turn our emotions off when we please. I know this firsthand, because I've tried to do it. After losing my 18-year-old son in a tragic accident, I told colleagues I didn't want to talk about it upon my return. I kept saying I was fine, when I obviously wasn't fine. I thought I had to keep composed at work, despite people checking in with me. I'm lucky enough to have an incredible manager who used our Employee Assistance Program (EAP) to find out ways she could support me through my bereavement. She sat with me one day and said, "I don't want you to think I've overstepped, but this is what I've done because I really want to help you". I was so used to supporting others, but I was neglecting my own mental health. Having a colleague put the effort in and care about me prompted me to get the help I needed.



Eno



Eno is a local truck driver who works in earthmoving at the Port of Sydney Harbour NSW. He has a heavy vehicle licence when driving trucks in several industries including civil and earthmoving. He has experienced several challenges and sadly lost his son. He shares his experience and how we can make it easier by talking in.

“Small conversations and regular connection play a huge role in encouraging people to open up.”

Things because we're so used to being alone on the job. When I wouldn't get back until Friday night. I was away from home five days every day and there's more opportunity for chit chat and



14



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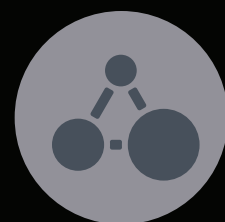
No qualifications needed



Free
resources



**Message
templates**



Share your
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Year-round
tips for
champions



About R U OK?

Plan Your Event

Resources

Finding Help

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 fourth 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 Tuesday, 6 May 2025.
- 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.
- Any day is the day to have regular and meaningful conversations. This helps us know our workmate's routine and behaviours and can help us spot the signs they might not be OK.
- A conversation could change a life.
- #RUOKtrucksandsheds



15



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Free
resources



Message
templates



Share your
efforts



Year-round
tips for
champions



About RU OK?

Plan Your Event

Resources

Finding Help

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 @ruokanyday and @healthyheadsau

If you have stories of impact that you want to share, please email them to info@healthyheads.org.au



16



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inTrucks&Sheds

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Free
resources



Message
templates



Share your
efforts



**Year-round
tips for
champions**



About R U OK?

Plan Your Event

Resources

Finding Help

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.



17



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Free
resources



Message
templates



Share your
efforts



**Year-round
tips for
champions**



About R U OK?

Plan Your Event

Resources

Finding Help

- 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.

March

R U OK? in Trucks & Sheds
day of action.

May

Plan a connection
activity for your team.

June

Acknowledge R U OK? Day
by sharing stories of impactful
R U OK? conversations.

September

Remind your team of the help
available in the lead up to the
busy holiday season.

November

Plan your next year ahead - set up
goals to help you build a mentally
healthy workplace.

January



18



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**Support
services**



About RU OK?

Plan Your Event

Resources

Finding Help

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

Beyond Blue (24/7)

1300 224 636

beyondblue.org.au

Suicide Call Back Service (24/7)

1300 659 467

suicidecallbackservice.org.au

13 YARN (24/7)

Support line for Aboriginal and Torres Strait Islander people

13 92 76

13yarn.org.au

QLife (3pm-midnight)

Anonymous, free LGBTI support

1800 184 527

qlife.org.au

Kids Helpline

(24/7, for youth 5-25)

1800 55 1800

kidshelpline.com.au

MensLine (24/7)

1300 78 99 78

mensline.org.au

More contacts

ruok.org.au/findhelp

For additional information on how to access Australia's most trusted mental health service providers, visit www.headtohealth.gov.au



19

