



# Supporting Mental Health in First Responders:

When Someone in the Workplace Has  
a Mental Health Issue

[SaskFirstRespondersMentalHealth.ca](https://SaskFirstRespondersMentalHealth.ca)

## When someone in the workplace has a mental health problem

It is in everyone's interest to give support and encouragement to all co-workers in building effective teams. People diagnosed with a mental health problem may need accommodation. For example, it is not reasonable to expect someone diagnosed with clinical depression to be "chipper" all of the time, but with encouragement such a person can still contribute to the team.

It is possible, especially in high-stress occupations that someone on the team has an undiagnosed mental health problem, but it is not a good idea for co-workers to attempt to diagnose such a person. Since undiagnosed mental health problems become a problem in conflict situations, and since workplace conflicts can arise when no one has a mental health issue, it is recommended that conflict resolution methods be used. Often conflicts can be resolved with the use of a third party facilitator. Sometimes one or both involved in the conflict will self-refer for a mental wellness check-up without the phrase "mental health problem" being raised. The following link provides information on workplace conflict resolution:

<https://www.workplacestrategiesformentalhealth.com/managing-workplace-issues/resolving-conflict>