Silence Isn't Safer:
A Conversation Guide for Veterinary Leaders



Start Here

"May I ask where the pressure is stemming from? Is there anything we could adjust at work to help?"

"Would it be OK if I shared something I've observed?"

"Can I share something I have noticed? You have not had lunch in the lunch room for the last couple of weeks, how are things?"

"It seems like you are going through a tough time right now I want to reach out because I care, how are you doing?"

"Do you feel like you are starting to move back towards the green on the continuum? What's been helping?"

- Be curious, seek to understand.
- Respect privacy and boundaries. Be a safe person to talk to and reassure them that seeking support is a sign of strength.
- Check in before someone appears to be struggling.
- If someone is not ready to talk, leave the door open, check in, and encourage them to reach out for support.
- Express genuine care.

Go Deeper

- Reassure that it's okay to not be okay, this is a safe space.
- Check in again in a few days, use the continuum as a tool!
- Reassure them they do not need to carry this on their own.
- Learn local support numbers and share with others.

Need support

Call or text 9-8-8 anytime. In an emergency, call 9-1-1.

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