

# Top tips for Supporting your peers



**Keep an eye out** for signs someone might not be doing too well – changes in behaviour, attitude, health, relationships, performance.



**If you've noticed a change in** someone, use that as the starting point of a conversation



**Keep it informal** so it's clear you are genuine in your concern



**Ask, and ask again.** People will often say they're ok at the first time of asking – follow up to check they're really ok



**Use open questions,** you'll get a much fuller understanding of someone's situation if you avoid questions which can be answered with a simple 'yes' or 'no'



**Don't feel like you have to fix** everyone's problem – lending an ear is often enough, sometimes suggesting resources or support can be helpful



**Keep things confidential,** unless you're concerned about their safety or the safety of others



**Keep the conversation going** with follow-up check-ins



**Try to stay informed** of some of the local and national services available which you could direct people towards. [This link](#) might help.



**If you feel** someone needs extra support, tell them and how you think it will help



**If something makes you think,** "I hope they're ok", then ask if they're ok



**Pick and appropriate time and place** when you know you will have privacy, and long enough to talk



**Pay attention** – show you understand, empathise where relevant, and signpost to appropriate support if needed



**Make supporting your peers part of a culture** of wellbeing, not a standalone entity

You can find further information on the National Wellbeing Hub website:

[www.nationalwellbeinghub.scot](http://www.nationalwellbeinghub.scot)