

# Peer Allies at Work

## Industry solutions for workplace peer support

A program of Sally Spencer-Thomas, LLC  
& The Palliance Institute

### Are you losing people and productivity due to mental ill health and addiction?

Did you know that...

- ✓ In the midst of a mental health emergency, many organizations find that mental health services are inaccessible and inadequate?
- ✓ Distressed workers report reluctance to reach out for fear of punishment and humiliation from their supervisors?

### Trusted, knowledgeable, and skilled workplace Peer Allies make a difference and save lives!

Peer Ally programs provide natural support for workplace mental health. Peer Allies are regular people who connect with co-workers based on training in communication, empathy, and mental health and addiction recovery. They aren't therapists—but they are more than work buddies. Peer Allies can be trusted help for connecting to specialty services such as crisis counseling and addiction recovery resources. They earn trust by skillfully listening, sharing meaningful experiences, and bridging peers to valuable supports.



Peer Allies are people trained to provide peer support to others in their field and community



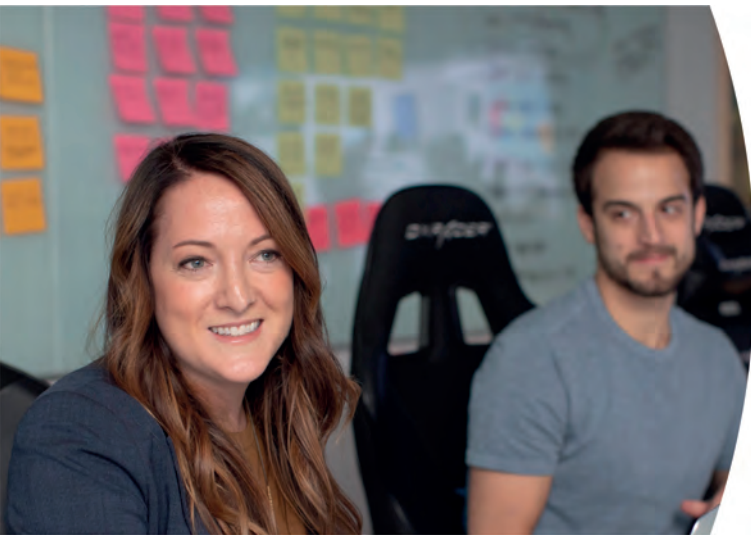
Peer Support is proven to enhance well-being, reduce risks, and empower workers



Peer Ally programs have aided police, construction workers, disaster workers, military units, and many more

## How can Peer Allies benefit our workplace or industry?

Nearly everyone struggles at some point. As a connecting anchor, work communities are natural places for peer support to emerge. When augmented with skills training and robust structure, the benefits include improved well-being, increased job satisfaction, and potentially significant reductions in distress, substance use, and suicide. The added value of the “helper effect” can motivate staff, mitigate burnout, and fortify team spirit as those who take on roles as Peer Allies foster a new sense of personal meaning and connection to their workplace peers.



## How do organizations create Peer Ally programs?

With a methodical approach, Peer Ally programs are simple to establish and maintain. Our experts have helped dozens of national and global companies in technology, entertainment, construction, health care, the military, and first responders build effective peer supports based on three key areas.

### 1 PEER ALLY PROGRAM DESIGN

Step-by-step success for building your peer support program with custom decision-making and technical tools

### 2 WORKPLACE MENTAL HEALTH LITERACY & RESOURCES

Practical information, resource analysis, and culture change strategy for staff and leadership

### 3 PEER ALLY SKILLS TRAINING

Internationally recognized training emphasizes competence and confidence

## WORKPLACE PEER ALLY TEAM



### Sally Spencer-Thomas, Psy.D.

Keynote Speaker, Trainer, and Impact Entrepreneur  
Co-Founder & President, United Suicide Survivors International

"Dr. Sally" is a clinical psychologist and award-winning mental health advocate. Her personal experience of losing her beloved brother to suicide ignited her mission of giving voice to people who have endured suicide thoughts, attempts, and loss and to help those in despair rekindle a passion for living. In addition to helping leaders and communities implement innovative approaches to suicide prevention, Sally is the lead author on the National Guidelines for Workplace Suicide Prevention, the president of United Suicide Survivors International, and the co-founder of Man Therapy ([www.ManTherapy.org](http://www.ManTherapy.org)). She also co-edits *Guts, Grit & The Grind*, a book series providing men and those who love them with tools to better understand and cope with life's challenges. With a TEDx talk and invited address at the White House under her belt, Sally's impressive list of partners includes the National Fallen Firefighters Foundation, the FBI, Chubb Insurance, and Southwest Airlines. She has also spoken and consulted internationally in Australia, Ireland, Singapore, Taiwan, Denmark, and Belgium.



About Sally Spencer-Thomas LLC: Sally Spencer-Thomas LLC is small, woman-owned company with a mission to empower people and systems in making resilience, mental health promotion, and suicide prevention core priorities through awareness-building, influence, compassion, strategy development, and collaboration. Our aim is to implement bold, gap-filling initiatives that prevent mental health emergencies and establish vibrant communities by promoting the science, stories, and strategies that make our world a better place to live. Learn more at: [www.SallySpencerThomas.com](http://www.SallySpencerThomas.com)



### Eduardo Vega, M.Psy.

Founder & CEO, Humannovations; Director, Palliance Institute

An internationally recognized expert in peer support, mental health policy, patient engagement, men's health, and suicide prevention, Eduardo Vega's work continues to drive the forefront of change for mental health worldwide. A former Fulbright Specialist and California State Mental Health Commissioner, he has spearheaded progressive social and public health change at local, national, and international scales. For over 25 years, Vega has worked for the improvement of lives and systems of care in behavioral health. Himself a suicide attempt survivor who has experienced mental health conditions since childhood, Vega has worked in virtually every community and clinical mental health service setting, as well as performed executive roles in government, nonprofit administration, and private industry. He has been recognized by the White House under former President Barack Obama, the U.S. Senate, SAMHSA, the nations of Fiji and Japan, the International Initiative on Mental Health Leadership, and the U.S. Surgeon General.

## THE PALLIANCE INSTITUTE

We are an international learning and resource hub for practice, innovation, and education in the art and science of emotional health supports that are driven by lived experience. Our purpose is to join with people, communities, and employers to reduce distress, isolation, and despair and to enhance mental health and well-being worldwide through the power of peers. Learn more at: [www.palliance.org](http://www.palliance.org)

