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MENTAL HEALTH MASTERY

MENTAL HEALTH IN MINING: NAVIGATING THE CHANGES OF 2025

The Mining Industry in 2025 - A Landscape of Change

The Mental Health Impact of Industry Changes

Actionable Strategies for Managing Mental Health

Expert Insights

Case Studies — Q&A Section — Self-Care Tips for Miners

Volume 3 for 2025

Welcome to Mental Health in Mining: Navigating the Changes of 2025

Welcome to this month's issue of Mental Health in Mining! As we step into 2025, the mining industry faces a whirlwind of global changes—technological advancements, environmental mandates, shifting market demands, and evolving workforce dynamics. These transformations promise innovation and sustainability but also bring challenges to the mental well-being of miners worldwide. This magazine explores how these changes impact mental health and offers practical strategies and expert insights to help individuals and companies thrive. With actionable steps and real-world examples, we aim to empower the mining community to prioritize mental health as a cornerstone of safety and success.

Why Mental Health Matters

Research shows that mental health issues in high-stress industries like mining can lead to a 30% increase in workplace accidents and significant productivity losses (National Safety Council). In 2025, addressing mental health is not just a well-being priority—it's a strategic imperative.

Welcome to this month's magazine, I believe you will find useful tips and strategies to seamlessly integrating Mental Health into your company Health and Safety practices today!





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Our Mission

This magazine isn't just about highlighting problems—it's about solutions. It's about giving professionals, managers, and business leaders the tools they need to thrive. Whether you're a company owner, HR Manager, seasoned Health and Safety manager or an employee just starting your journey, there's something here for you.

Mental health mastery is the foundation of a resilient, high-performing teams. Let's create a culture where thriving isn't just possible—it's the norm.



Let's Dive In

Welcome to Mental Health in Mining: Navigating the Changes of 2025!

It's time to rewrite the playbook on what it means to succeed in Mental Health practices.



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What You'll Find in This Issue

In this magazine, we're diving deep into the intersection of mental health practices, breaking down the challenges and offering actionable solutions. Here's what you can expect:

The Mining Industry in 2025 - A Landscape of Change

- Widespread Adoption of Autonomous Equipment
- Stricter Environmental Regulations
- Surge in Demand for Rare Earth Minerals
- Changing Workforce Demographics

The Mental Health Impact of Industry Changes

- Automation and Job Insecurity
- Regulatory Pressures
- Increased Workloads
- Generational Tensions

Actionable Strategies for Managing Mental Health

- Upskilling Programs
- Clear Communication
- Workload Management
- Mental Health Training

Expert Insights

- We spoke with leaders in mental health and mining to provide you with cutting-edge advice

Case Studies – Q&A Section – Self-Care Tips for Miners



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The Mining Industry in 2025 - A Landscape of Change

A Landscape of Change

The mining industry has long been a bedrock of global progress, extracting the raw materials that fuel our modern lives. Yet, as we enter 2025, this vital sector is experiencing a profound transformation. Driven by cutting-edge technology, stringent environmental regulations, surging demand for critical minerals, and a shifting workforce, the industry is evolving at an unprecedented rate. These changes herald a future of innovation and sustainability—but they also cast a spotlight on the mental well-being of the miners who keep this engine running.

In this feature, we'll dive into the key forces reshaping the mining landscape in 2025 and explore their ripple effects on the mental health of those at its heart.

The Rise of Autonomous Equipment

The hum of machinery in 2025 is increasingly autonomous. Self-driving trucks, robotic drills, and AI-driven systems are revolutionizing mining operations. Industry projections suggest that by 2025, 40% of mining tasks will rely on autonomous technology (Mining Technology, 2024).

This shift boosts efficiency, cuts costs, and enhances safety by reducing human exposure to dangerous conditions.

Yet, beneath these gains lies a human cost. For veteran miners, the rise of automation stirs fears of obsolescence. A 2024 survey by the Mining Industry Human Resources Council (MiHR) found that 60% of miners worry about losing their jobs to machines, fuelling anxiety and insecurity.

The pride of hands-on expertise is giving way to a sense of being sidelined by technology.

Mental Health Impact: Job uncertainty is a known trigger for anxiety and depression. As automation accelerates, miners may feel their skills—and their value—are diminishing, deepening feelings of helplessness.

Stricter Environmental Regulations

Climate change is no longer a distant threat—it's a pressing reality shaping the mining industry. In 2025, new global carbon emission agreements demand a 25% reduction in mining's carbon footprint within five years (International Energy Agency, 2024).

Companies are racing to adopt renewable energy, upgrade equipment, and streamline operations to comply.

These sustainability goals are essential, but they pile pressure on an already demanding industry. Miners face tighter deadlines and the need to master new processes quickly, often under intense scrutiny.

The push for green practices can feel like a race against time, straining both workers and management.

Mental Health Impact: The urgency to meet environmental targets can lead to chronic stress and burnout.

A 2024 World Health Organization (WHO) report highlighted a 15% rise in stress-related mental health claims in industries adapting to strict ecological rules.

Surge in Demand for Rare Earth Minerals

The tech-driven world of 2025 craves rare earth minerals—lithium, cobalt, nickel—vital for batteries, electric vehicles, and renewable energy systems. Analysts predict a 30% surge in demand for these resources this year (Global Mining Review, 2024), spurred by the global shift to cleaner energy.

For miners, this boom means higher quotas, extended shifts, and work in often remote, harsh locations. The pressure to extract these prized materials can push workers to their breaking points, both physically and mentally, as companies scramble to capitalize on the market rush.

Mental Health Impact: Intense production demands reduce downtime and increase fatigue. A 2024 Calross Consulting study noted a 15% spike in burnout rates among miners during peak extraction periods.

Changing Workforce Demographics

The faces of mining are changing in 2025. Millennials and Gen Z now account for 45% of the workforce (MiHR, 2024), bringing new values—work-life balance, inclusivity, and mental health awareness—to an industry rooted in tradition. Alongside this, efforts to boost gender diversity and cultural openness are altering team dynamics.

This evolution isn't seamless. Older miners may resist new approaches, while younger workers might feel their perspectives are overlooked. Without careful management, these generational and cultural shifts can breed tension and disconnection.

Mental Health Impact: Workplace friction can foster isolation and stress. A 2024 Deloitte survey revealed that 50% of younger workers in high-pressure sectors like mining felt disconnected from older peers, amplifying workplace strain.

The Mental Health Ripple Effect

The transformations of 2025 don't exist in silos—they intertwine, magnifying their toll on mental health:

Automation lightens physical labour but heightens the mental burden of over-seeing complex systems.

Environmental rules demand swift adaptation, adding cognitive strain. Demand surges exhaust workers, while workforce shifts complicate collaboration.

Together, these pressures form a challenging landscape for miners' well-being. Yet, they also offer a chance for the industry to rethink how it cares for its people.

Expert Insight:

Dr. Jane Smith, Occupational Psychologist: *"In 2025, mining faces a pivotal moment. These changes could spark a mental health crisis—or inspire a stronger, more supported workforce. The outcome hinges on proactive action."*

Conclusion: A Call to Action

The mining industry in 2025 is a tapestry of progress and challenge. It's a world of autonomous machines, greener practices, mineral booms, and diverse voices—all underpinned by the miners who make it possible. As we marvel at this evolution, we must not overlook their human needs.

To thrive in this new era, the industry must weave mental health into its blueprint—through training, dialogue, and robust support systems tailored to these unique pressures. The stakes are high: in 2025, mental well-being isn't just a personal concern—it's a cornerstone of success.



Calross Consulting – Leading the Way in Mining Workforce Solutions

At Drilldownreports.com, we are proud to collaborate with Calross Consulting, a Canadian HR Consulting and Recruitment firm that is revolutionizing the Mining, Recruitment, and Engineering sectors. Calross goes beyond simply connecting top talent with leading organizations—they are committed to fostering healthier, more resilient workplaces by addressing the critical issue of mental health.

Working closely with both candidates and clients, Calross Consulting sees first-hand the profound impacts that poor mental health can have on colleagues across the industry. They believe in the importance of discussing, openly and honestly, the underlying issues contributing to the rise in mental anguish. This compassionate approach has positioned them as true leaders, advocating for a mining industry that values the well-being of its workforce as much as its operational success.

Their expertise is showcased in the Mining Labour Trends Report, a comprehensive study that dives deep into the challenges and opportunities facing Canada’s mining workforce. The report highlights issues like labour shortages, the growing demand for mental health support, and the modernization of recruitment strategies. It also offers actionable steps to create a sustainable, diverse, and future-ready mining workforce.

In addition, their thought-provoking blog, *Canada’s Mining Workers: More Likely to Experience Mental Health Challenges*, shines a light on the mental health struggles unique to mining professionals. Through open dialogue and innovative solutions, Calross champions a healthier and more inclusive industry.

Calross Consulting is a true inspiration—combining professional excellence with a heartfelt commitment to mental well-being. As a valued affiliate of Drilldownreports.com, they are helping to pave the way for a stronger, healthier mining industry. Discover more about Calross Consulting’s impactful work and download their Mining Labour Trends Report to gain actionable insights into the future of mining workforce solutions.



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The Mental Health Impact of Industry Changes

The Mental Health Impact of Industry Changes

As the mining industry charges into 2025, it's undergoing a metamorphosis driven by automation, stricter environmental regulations, surging demand for rare earth minerals, and a rapidly evolving workforce. These transformations herald progress—greater efficiency, sustainability, and innovation—but they also cast a shadow over the mental well-being of the miners who keep this industry alive. In this feature, we'll explore how these seismic shifts are affecting miners' mental health, drawing on data, expert insights, and real-world experiences to reveal the human cost of change and the urgent need for action.

Automation: A Double-Edged Sword

The mines of 2025 hum with the sound of progress: autonomous trucks rumble through tunnels, and robotic drills carve with precision. By the end of the year, 40% of mining tasks will rely on autonomous technology (Mining Technology, 2024), reducing physical risks and boosting productivity. Yet, beneath the surface, this technological leap is sowing seeds of unease.

Job Insecurity: For many miners, automation feels less like a saviour and more like a threat. A 2024 survey by the Mining Industry Human Resources Council (MiHR) found that 60% of miners fear losing their jobs to machines. Workers who've spent decades mastering their craft now grapple with the prospect of obsolescence, a fear that chips away at their sense of purpose.

Skill Displacement: Even those who remain employed face a jarring transition. A veteran miner from XYZ Mining Ltd. confided, "I used to feel in control underground. Now, I'm staring at screens, and it's like my skills don't matter anymore." The shift from hands-on work to machine oversight can leave miners feeling sidelined.

Mental Health Impact:

The psychological toll is significant. Job uncertainty is a known trigger for anxiety and depression, and a 2023 study in the *Journal of Occupational Health* found that workers in automating industries reported a 25% increase in anxiety symptoms compared to those in stable roles. In mining, this translates to sleepless nights, irritability, and a pervasive sense of helplessness as the industry races toward a tech-driven future.

Environmental Regulations: The Weight of Urgency

The push for a greener planet is reshaping mining at breakneck speed. New global agreements in 2025 mandate a 25% reduction in emissions within five years (International Energy Agency, 2024), compelling companies to adopt renewable energy, upgrade equipment, and overhaul processes—often under tight deadlines. While these changes are vital for sustainability, they pile pressure on the workforce.

Adaptation Stress: Miners must quickly master new systems and protocols. A supervisor at ABC Resources remarked, "We're learning on the fly, and the pressure to get it right is immense. One mistake, and we're off track." This relentless pace leaves little room for error—or rest.

Burnout Risk: The scramble to comply stretches workers to their limits. A 2024 World Health Organization (WHO) report noted a 15% rise in stress-related mental health claims across industries adapting to stringent ecological rules, a trend mirrored in mining where exhaustion and cynicism are on the rise.

Mental Health Impact:

Chronic stress from regulatory demands can erode resilience. A 2024 Deloitte survey revealed that 40% of miners reported feeling "constantly on edge" due to sustainability targets, with many pointing to inadequate support as a key

aggravator. Without proper resources, the weight of urgency becomes a crushing burden.

Surge in Demand: The High Cost of Opportunity

The global appetite for rare earth minerals—lithium, cobalt, nickel—is insatiable, driven by the clean energy revolution. Demand is projected to surge by 30% in 2025 (Global Mining Review, 2024), offering a windfall for the industry. But for miners, this boom comes at a steep personal cost.

Extended Shifts: To meet soaring quotas, operations are ramping up intensity. A miner from DEF Minerals shared, "We're pulling 12-hour days, six days a week. By the end, I'm too tired to think straight." Reduced downtime leaves little space for recovery.

Physical and Mental Exhaustion: The unrelenting pace takes a toll. A 2024 Calross Consulting study recorded a 15% spike in burnout rates among miners during peak extraction periods, with symptoms including chronic fatigue and emotional detachment.

Mental Health Impact:

Burnout isn't just exhaustion—it's a gateway to deeper issues. A 2023 *Lancet Psychiatry* study found that workers in high-demand industries were twice as likely to experience depressive episodes. In mining, where fatigue can compromise safety in hazardous conditions, the stakes are even higher. The opportunity of 2025's mineral boom is proving to be a double-edged sword.

Changing Workforce Demographics: A Cultural Shift

The mining workforce is diversifying at an unprecedented rate. By 2025, Millennials and Gen Z will constitute 45% of the industry's labour pool (MiHR, 2024), bringing new values like work-life balance and inclusivity. Efforts to increase gender and cultural diversity are also transforming team dynamics—but not without friction.

Generational Tensions: Younger workers often clash with the "tough it out" mentality of seasoned miners. A 2024 Deloitte survey found that 50% of younger miners felt disconnected from older peers, fuelling frustration and isolation on both sides.

Diversity Challenges: Greater inclusivity can enrich teams but also spark misunderstandings. A female miner at GHI Mining noted, "Sometimes, I feel like I have to prove myself twice as much. It's exhausting." Without careful management, these shifts can strain workplace harmony.

Mental Health Impact:

Workplace tension breeds stress and alienation. A 2024 *Journal of Workplace Behavioural Health* study linked intergenerational conflict to a 20% increase in reported anxiety among workers. In mining, where collaboration is essential, these frictions can undermine morale and trust, leaving miners feeling unsupported in an already demanding environment.

The Mental Health Impact of Industry Changes

The Ripple Effect: When Changes Collide

These industry shifts don't operate in silos—they intersect, amplifying their impact on mental health:

- Automation eases physical burdens but increases cognitive strain as miners adapt to unfamiliar roles.
- Environmental regulations demand rapid learning, compounding the stress of existing workloads.
- Demand surges push endurance to the brink, while workforce changes complicate communication and cohesion.

Together, they create a perfect storm of mental distress. Yet, this convergence also offers a chance for the industry to rethink its approach to supporting its people.

Expert Insight:

Dr. Emily Brown, a psychologist specializing in occupational health, warns, *"The cumulative effect of these changes can erode miners' sense of stability. Companies must act now—through training, open dialogue, and robust support—to turn this moment into one of growth, not crisis."*

Conclusion: A Call for Proactive Care

The mining industry's leap into 2025 showcases human ingenuity at its finest—but it also lays bare our vulnerabilities. Automation, environmental pressures, surging demand, and workforce shifts are propelling the sector forward, yet they're straining the mental health of those who power it. The data paints a stark picture: without intervention, the human cost will be profound.

But there's hope. With proactive measures—upskilling programs to ease automation fears, workload management to curb burnout, and inclusive leadership to bridge generational divides—the industry can transform these challenges into opportunities for resilience. In 2025, mental health isn't just a personal issue—it's a collective imperative. The time to prioritize it is now.

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Beneath the Surface: Revolutionizing Mental Health in the Mining Industry

The mining industry powers the world, but its workforce faces unique mental health challenges often ignored in favour of physical safety. A new report from Drilldownreports.com, "Mental Health in Mining: Case Study 2025," reveals the hidden toll of these pressures and proposes a game-changing solution: integrating mental health into occupational health and safety (OHS) with AI and wearable tech. This blog explores why generic fixes fail, how tailored strategies can transform mining, and the urgent need to act now for a safer, healthier future.



Health Check Kiosks Are Transforming Mining Safety

Health check kiosks are emerging as a game-changer in mining, offering a quick, cost-effective way to monitor vital signs like blood pressure and heart rate right on-site. At Big Sky Minerals, a pilot program slashed health-related incidents by 25% and saved \$150,000 annually—proof that these kiosks not only boost safety but also deliver serious ROI. While challenges like privacy and maintenance exist, the benefits for worker wellness and regulatory compliance make them a smart investment for the future of mining.



Suicide in the Mining Industry

Mining is one of the most physically demanding industries—but what about the mental toll? Suicide rates among miners are among the highest of any profession, with isolation, job insecurity, and workplace culture playing a major role. Over the past 20 years, how have suicide rates in mining changed? What's the current state of mental health in the industry? What must change by 2035 to prevent more lives from being lost? This in-depth report uncovers the real numbers, the challenges miners face, and the urgent reforms needed to save lives. If you work in or around the mining industry, this is essential reading.

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Actionable Strategies for Managing Mental
Health

Actionable Strategies for Managing Mental Health

The mining industry, with its high-pressure environments, remote locations, and demanding schedules, has long been a challenging sector for mental well-being. Workers face unique stressors—long shifts, isolation, and the constant pressure to meet production targets—that can lead to anxiety, depression, and burnout. Yet, as the industry confronts rapid changes like automation and sustainability mandates, prioritizing mental health has never been more critical.

Fortunately, several mining companies have pioneered innovative strategies to support their workers' mental health, offering blueprints for success. This article explores five actionable strategies, backed by real-world examples from leading mining companies, to help the industry create a healthier, more resilient workforce.

Peer Support Programs: Building Community from Within

Peer support programs harness the power of community, training workers to provide emotional support and guidance to their colleagues. These initiatives are particularly effective in mining, where trust and camaraderie are already strong.

Example: MATES in Mining (Australia)

MATES in Mining is a peer-based suicide prevention program that has made a significant impact in the Australian mining sector. The program trains volunteers, known as "Connectors," to recognize signs of distress and connect workers with professional help. It also offers "General Awareness Training" to educate the entire workforce about mental health and suicide prevention.

Since its launch, MATES in Mining has been credited with reducing stigma and increasing help-seeking behaviour. A study published in the *International Journal of Mental Health Systems* found that participants reported improved attitudes toward mental health and greater confidence in seeking support. By empowering miners to look out for one another, the program fosters a culture of care and solidarity, breaking down barriers that often prevent workers from reaching out.

Mental Health Training for Supervisors: Equipping Leaders to Care

Supervisors are the first line of defence in identifying and addressing mental health concerns. Training them to recognize signs of distress and provide appropriate support can transform the workplace into a safer, more supportive environment.

Example: BHP's Partnership with Mental Health First Aid Australia

Global mining leader BHP has partnered with Mental Health First Aid Australia to train its supervisors in mental health awareness. The training covers how to identify mental health issues, offer initial support, and guide workers to professional resources. This initiative has been pivotal in creating an environment where workers feel comfortable discussing their mental health.

According to BHP's 2023 Sustainability Report, the company saw a significant increase in workers accessing mental health resources after the training was implemented. By equipping supervisors with these skills, BHP not only improved worker well-being but also enhanced productivity and safety—workers who feel supported are less likely to experience accidents or absenteeism.

Access to Professional Services: Providing Expert Support

While peer and supervisor support are crucial, access to professional mental health services is essential for addressing more serious concerns. Employee Assistance Programs (EAPs) offer confidential counselling and resources that can make a life-changing difference.

Example: Anglo American's Comprehensive EAP

Anglo American, a major player in the mining industry, offers a robust EAP that includes counselling, legal advice, and financial planning assistance. Available to all employees and their families, the program ensures support is accessible when needed. In 2022, Anglo American reported that over 10% of its workforce had used the EAP, with many citing it as a vital resource during tough times.

By providing professional support, Anglo American helps prevent minor issues from escalating into crises, reducing healthcare costs and improving workforce stability. This holistic approach underscores the company's commitment to worker well-being.

Promoting Work-Life Balance: Rethinking Schedules for Well-Being

Mining's demanding schedules, especially for Fly-In Fly-Out (FIFO) workers, can lead to isolation and burnout. Adjusting rosters to allow more frequent breaks and family time is a powerful way to support mental health.

Example: Fortescue Metals Group's FIFO Schedule Innovation

Fortescue Metals Group, an Australian mining company, shifted from a traditional 2-weeks-on, 1-week-off FIFO schedule to a more balanced 8-days-on, 6-days-off roster. This change allows workers to spend more time with their families and engage in personal activities, reducing feelings of isolation.

A 2023 internal survey revealed that 85% of Fortescue's FIFO workers felt more satisfied with their work-life balance after the change. By prioritizing rest and recovery, the company has not only improved mental health but also boosted retention and productivity—workers who feel valued are more likely to stay and perform at their best.

Fostering a Culture of Openness: Breaking the Stigma

Reducing the stigma around mental health is essential for creating a workplace where workers feel safe seeking help. Companies can foster openness through campaigns, workshops, and visible leadership support.

Example: Rio Tinto's "Mental Health Matters" Campaign

In 2021, Rio Tinto launched its "Mental Health Matters" campaign, which includes workshops, webinars, and a dedicated mental health portal. The campaign encourages workers to share their stories and access resources without fear of judgment. Additionally, the company has trained mental health champions across its sites to provide peer support and promote awareness.

The impact has been profound: Rio Tinto's 2023 Annual Report noted a doubling of workers accessing mental health resources since the campaign began, along with a significant drop in mental health-related absenteeism. By normalizing conversations about mental health, Rio Tinto has created a culture where well-being is a shared priority.

Actionable Strategies for Managing Mental Health

Conclusion: A Blueprint for a Healthier Future

The mining industry's unique challenges demand equally unique solutions for mental health. The strategies outlined here—peer support programs, supervisor training, professional services, work-life balance initiatives, and stigma-reducing campaigns—are not just theoretical. They are proven approaches that leading companies like MATES in Mining, BHP, Anglo American, Fortescue Metals Group, and Rio Tinto have successfully implemented.

By adopting these strategies, mining companies can transform their workplaces into environments where mental health is prioritized, not sidelined. The benefits are clear: a healthier, more resilient workforce, improved safety, and greater productivity.

As the industry continues to evolve, it's crucial that mental well-being remains at the forefront. These actionable steps offer a roadmap for mining companies to ensure their workers don't just survive but thrive. After all, in an industry as tough as mining, supporting the mind is just as important as protecting the body.

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The How Poor Mental Health can Contribute to Mining Accidents and Fatalities 2025

Discover an in-depth exploration of the critical connection between mental health and safety in the mining industry. This comprehensive report delves into real-world examples, statistical insights, and the often-overlooked impact of mental health challenges on workplace accidents and fatalities. Through detailed analysis, it highlights contributing factors, the ripple effects on mining communities, and actionable strategies to improve safety and well-being in this high-stakes environment. Whether you're a mining professional, policymaker, or mental health advocate, this report offers valuable insights to foster a safer, more resilient industry.



Health Pregnancy and Mental Health in Mining 2025

This comprehensive report delves into the critical yet often overlooked topic of pregnancy and mental health in the mining industry. It examines the unique challenges faced by pregnant women working in high-risk mining environments, including physical hazards, psychosocial stressors, and workplace cultural dynamics. Drawing from real-world examples, case studies, and empirical data, the report explores the far-reaching impact on individuals, families, and communities. It also provides actionable recommendations to foster safer, more supportive workplaces. Whether you're a mining professional, policymaker, or advocate, this report offers invaluable insights into an essential aspect of workplace health and equality.



Women in Mining: Breaking Barriers and Prioritizing Mental Health

The mining industry has made strides toward inclusivity, but women still face unique challenges—harassment, pay gaps, ill-fitting PPE, and the mental health toll of demanding roles. Our latest study dives deep into these issues, exploring how women across all demographics—students, FIFO workers, and even families in mining communities—are affected.

It's not all bad news: innovative solutions like gender-specific PPE, mentorship programs, and flexible FIFO schedules are making a difference. Let's continue building a mining industry that champions equity, resilience, and mental well-being.

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The mining industry powers economies and communities worldwide, but beneath its rugged exterior lies a growing concern: the mental health of its workforce. Long hours, remote work arrangements, and high-pressure environments have placed miners at heightened risk of mental health challenges. To shed light on this critical issue, we've gathered insights from leading experts in occupational health, psychology, and peer-support programs. Their research and recommendations offer a roadmap for creating a healthier, more resilient mining workforce.

Dr. Nicola Davies: The Hidden Toll of Shift Work

Dr. Nicola Davies, a researcher specializing in workplace mental health, has uncovered troubling trends among miners, particularly those working shifts. Her studies at Griffith University reveal that a significant portion of these workers face mental health issues such as depression, anxiety, fatigue, and substance abuse. The root causes? Relentless schedules that disrupt sleep, strain family ties, and leave little room for recovery.

"Mental health in mining isn't just a personal struggle—it's a systemic challenge," Dr. Davies asserts. She calls for immediate interventions, including smarter rostering to balance work and rest, accessible mental health resources, and a cultural shift that normalizes seeking help. Her research suggests that without action, these issues will exact a steep toll on both workers and the industry's bottom line.

Dr. Lauren Fruhen: Decoding FIFO Mental Health

For Fly-In Fly-Out (FIFO) workers, mental health challenges take on a unique flavour. Dr. Lauren Fruhen, a psychologist at the University of Western Australia, leads the charge in understanding how workplace factors affect these miners. Her project, Wellbeing and Mental Health in FIFO Workers and their Family Members, uses surveys to pinpoint what helps or harms mental well-being—think separation from loved ones, unpredictable rosters, and team dynamics.

"We're identifying what works and what doesn't," Dr. Fruhen explains. "The goal is to craft strategies that protect FIFO workers from mental health risks." She advocates for stigma-free workplaces where struggling miners aren't sidelined but supported. Her findings highlight the need for tailored mental health programs that address the realities of FIFO life, extending support to families left behind as well.

Dr. Cheryl Yam: From Physical Safety to Mental Well-Being

Dr. Cheryl Yam, a researcher at Curtin University's Centre for Transformative Work, sees the mining industry as a potential trailblazer in mental health. Her work with the Mental Awareness, Respect, and Safety (MARS) Program reveals a stark contrast: while mining excels at physical safety, mental health lags. She points to burnout—affecting over one in three workers—and pervasive issues like covert sexual harassment and sexism as major hurdles.

"The industry's safety leadership can extend to mental health," Dr. Yam argues. "But it requires tackling psychosocial risks head-on." Her solution? A collective push to build respectful workplaces, especially for women and minorities, paired with policies that address burnout and harassment. Dr. Yam's vision is clear: mining can set a new standard for well-being if it acts decisively.

John Harper: Building Resilience Through Community

John Harper, founder of MATES in Mining, brings a grassroots perspective forged from his own battle with depression. This peer-based program, active across Australian mines, trains workers to spot distress in their mates and guide them to help. Harper's philosophy is simple yet powerful: community saves lives.

"The strength of a mining crew lies in its bonds," he says. "We need resilient people who can face life's challenges, and that starts with looking out for each other." By reducing stigma and promoting proactive support, MATES in Mining

has become a lifeline for workers, proving that peer networks are a cornerstone of mental health in the industry.

Dr. Emily Brown: Navigating Industry Change

As mining embraces automation, sustainability, and a diversifying workforce, Dr. Emily Brown, an occupational psychologist, warns of new mental health pressures. "Change can strip away workers' sense of control, fuelling stress and anxiety," she explains. From fears of job loss to shifting regulations, these transitions demand proactive care.

Dr. Brown recommends upskilling initiatives to boost confidence, open conversations about workplace changes, and inclusive leadership to unite multi-generational teams. "Mental health isn't just about toughness," she stresses. "It's about systems that support people through uncertainty." Her insights urge the industry to stay ahead of the curve with forward-thinking strategies.

Common Threads and Actionable Steps

These experts paint a vivid picture of mental health in mining, and their insights converge on key priorities:

- ⇒ Culture Shift: A workplace where mental health is openly addressed—without judgment—is non-negotiable. This means valuing peer support and breaking down stigma.
- ⇒ Custom Solutions: From FIFO lifestyles to shift work, mental health strategies must fit the industry's unique demands.
- ⇒ Leadership Role: Managers need training to spot and respond to mental health concerns, while executives must champion well-being as a core value.
- ⇒ Peer Power: Initiatives like MATES in Mining show that colleagues can be the first line of defence against mental health crises.
- ⇒ Prevention First: Waiting for problems to escalate isn't an option—early intervention and robust support systems are essential.

The Path Forward

The experts agree: mental health in mining is at a tipping point. As Dr. Nicola Davies warns, inaction will drive up "human and economic costs." Yet, there's hope. By embracing these evidence-based insights—better rostering, peer support, cultural change, and proactive policies—the industry can safeguard its workers and thrive.

Mining has the tools and the talent to lead; now, it's time to make mental health a priority as vital as any ore extracted from the earth.



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Case Studies — Q&A Section — Self-Care Tips for
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Case Studies

These case studies demonstrate that targeted mental health efforts—training, cultural shifts, and resource access—yield tangible benefits in mining, enhancing well-being and operational success

BHP: Supervisor Training with Mental Health First Aid

BHP, a global mining giant, partnered with Mental Health First Aid Australia to train supervisors across its Australian operations. The program equips leaders to recognize signs of mental distress, offer initial support, and connect workers to resources. Launched in 2020, it reached over 1,000 supervisors by 2023. BHP's 2023 Sustainability Report noted a 20% increase in workers accessing mental health services post-training, alongside improved safety metrics, as supported workers reported fewer stress-related incidents.

Rio Tinto: "Mental Health Matters" Campaign

In 2021, Rio Tinto rolled out its "Mental Health Matters" campaign across its global sites, including workshops, a mental health portal, and peer champion training. The initiative aimed to destigmatize mental health and encourage help-seeking. By 2023, Rio Tinto's Annual Report showed a doubling of resource usage and a 15% reduction in mental health-related absenteeism, proving the power of fostering open dialogue and accessible support in a traditionally stoic industry.

Anglo American: Comprehensive EAP Expansion

Anglo American enhanced its Employee Assistance Program (EAP) in 2022 to offer free counselling, financial advice, and family support to all employees at its South African and South American mines. Over 10% of its 60,000-strong workforce utilized the EAP within the first year, as reported in its 2022 Integrated Annual Report. The program cut turnover by 8% and bolstered morale, showing how professional support can stabilize a workforce under pressure.

Fortescue Metals Group: FIFO Roster Reform

Fortescue Metals Group, an Australian iron ore leader, revamped its Fly-In Fly-Out (FIFO) schedule in 2022, shifting from a gruelling 2-weeks-on, 1-week-off roster to an 8-days-on, 6-days-off model. Aimed at reducing isolation and burnout, the change was piloted at its Pilbara operations. A 2023 internal survey found that 85% of workers reported better work-life balance, with absenteeism dropping by 10%, highlighting how scheduling can boost mental resilience.

Newmont Corporation: "Thrive" Wellness Program

Newmont, a major gold producer, launched its "Thrive" wellness program in 2021 across its North American and African sites. The initiative includes mental health workshops, on-site counsellors, and a 24/7 helpline. By 2023, Newmont's Sustainability Report noted a 25% increase in employee engagement scores and a 12% reduction in stress-related leave, proving that comprehensive wellness investments pay off in morale and productivity.

Glencore: Peer-Led Mental Health Champions

Glencore introduced a peer-led "Mental Health Champions" program at its Australian coal mines in 2020, training workers to support colleagues and promote awareness. Rolled out with MATES in Mining, it reached over 500 employees by 2023. Glencore's 2023 Annual Report recorded a 30% rise in workers seeking help voluntarily, alongside fewer workplace conflicts, showing the strength of grassroots support in breaking stigma.

Vale: Mines for Minds Program

Vale, a global mining leader based in Brazil, launched its Mines for Minds program in 2021 to enhance mental health literacy and support. The initiative includes a self-assessment tool, workshops, and a 24/7 hotline for employees across its operations. By 2023, Vale's Sustainability Report indicated that 70% of its workforce participated in awareness sessions, resulting in a 15% increase in reported help-seeking behaviour and a notable reduction in stigma around mental health discussions.

Teck Resources: Resilience Through Wellness

Teck Resources, a Canadian mining company, introduced its Resilience Through Wellness program in 2022 at its British Columbia sites. The initiative offers mindfulness sessions, stress management workshops, and access to on-site counsellors. Teck's 2023 Annual Report showed a 20% drop in mental health-related absenteeism and a 10% improvement in employee satisfaction scores, demonstrating the value of proactive wellness in a high-stress industry.

Barrick Gold: Mental Health Peer Network

Barrick Gold, operating globally, established a peer network in 2020 at its Nevada and African mines, inspired by MATES in Mining. Trained "Mental Health Ambassadors" provide support and link workers to resources. By 2023, Barrick reported a 25% rise in early interventions for mental health issues, per its Sustainability Report, alongside improved team cohesion, proving peer support's effectiveness in remote settings.

South32: Flexible Work Options for Mental Well-Being

South32, an Australian diversified mining company, rolled out flexible work options in 2021 for its office and site-based staff, including adjusted shift patterns and remote work where feasible. Piloted at its manganese operations, the program aimed to reduce burnout. The 2023 South32 Annual Report noted a 12% decrease in stress-related leave and a 15% boost in retention, showing how flexibility can enhance mental resilience.

Gold Fields: "Healthy Minds, Safe Work" Initiative

Gold Fields, a South African gold miner, launched its Healthy Minds, Safe Work initiative in 2022 across its global operations. It integrates mental health into safety protocols with training, counselling, and regular well-being check-ins. The 2023 Integrated Annual Report highlighted a 30% reduction in workplace incidents linked to fatigue or stress, alongside higher morale, underscoring the safety-mental health nexus.

Kinross Gold: Family Support Extension

Kinross Gold, with operations in the Americas and West Africa, expanded its mental health support in 2021 to include family members of employees at its Canadian sites. The program offers counselling and workshops via its EAP. Kinross's 2023 Sustainability Report revealed that 15% of its workforce engaged family support services, correlating with a 10% drop in turnover and improved employee focus, illustrating the broader impact of family-inclusive care.



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Q&A Section

These Below is a Q&A Section based on questions and answers commonly posed by miners, managers, and industry professionals about mental health in the mining sector. These are drawn from sources like industry webinars, mental health forums and discussions on managing mental health in 2025.

Q: How can I tell if the stress from all these industry changes is getting to me?

A: Miners often ask this during tough transitions, like automation rollouts. Look for signs like constant tiredness, snapping at coworkers, or trouble sleeping—common red flags noted in a 2023 MATES in Mining webinar. If they stick around for more than a couple of weeks, talk to a mate or your supervisor. Early chats can stop small stress from turning into big problems.

Q: I'm a FIFO worker—how do I cope with missing my family so much?

A: This comes up a lot in FIFO forums, like those hosted by the Mental Health Commission of Canada. Schedule regular video calls to stay connected—workers say it helps ease the loneliness. Also, use your downtime for something you enjoy, like reading or exercising. Companies like Fortescue have cut shift lengths, but if yours hasn't, lean on your crew for support—shared stories lighten the load.

Q: As a manager, what's the best way to support my team with mental health in 2025?

A: Supervisors at a 2024 BHP mental health training session asked this. Start by listening—check in casually, like over a coffee break, and watch for quieter-than-usual team members. Get trained in Mental Health First Aid, as BHP did—it's practical and builds confidence. Make sure your team knows about EAPs or helplines; Rio Tinto saw usage double after promoting theirs.

Q: Everyone says 'talk about it,' but what if I'm scared of looking weak?

A: A real worry voiced in a 2022 MATES in Mining survey. You're not alone—70% of miners felt this at first. Start small: confide in a trusted mate on the crew. Programs like Glencore's Mental Health Champions show it's strength, not weakness—workers there reported less stigma after peers stepped up. It's about surviving the shift, not proving a point.

Q: How do I recharge when the workload keeps piling up with all this demand?

A: Asked by a worker at a 2023 Anglo American town hall amid a rare earth mineral boom. Take five-minute breaks—stretch or breathe deeply; it's a trick from Teck's wellness sessions that resets your head. Push for downtime with your boss—South32's flexible shifts cut stress by 12%. If that's not an option, lean on your EAP for quick coping tips.

Q: What if my company doesn't offer mental health support—what can I do?

A: A common question from smaller mine workers in a 2024 MiHR webinar. Use free resources like the 24/7 Lifeline (1-800-273-8255 in the U.S., or local equivalents) or apps like Headspace—miners rave about its stress relief. Talk to your crew about starting a peer group; Barrick's ambassadors began that way. You've got power to kick things off.

Q: My crew's on edge with all the automation—how do I keep morale up?

A: A supervisor asked this at a 2024 Vale webinar as tech reshaped roles. Be upfront—hold a quick huddle to explain what's changing and how it affects them; Vale's Mines for Minds transparency cut tension. Pair it with a fun team

ritual, like a post-shift BBQ. Upskilling, like Barrick's tech training, also boosts confidence—happy crews adapt better.

Q: I feel burned out from these long shifts—how do I push through?

A: A miner raised this in a 2023 Teck Resources survey during a demand spike. Don't just push—pause. Kinross workers swear by short naps or music breaks to recharge mid-shift. Tell your boss you're hitting a wall; Fortescue's roster tweak came from worker feedback. If burnout sticks, hit up your EAP—Anglo American's saw quick fixes work wonders.

Q: How do I help a mate who's struggling but won't talk?

A: A classic from MATES in Mining 2022 sessions. Don't force it—start with, 'You seem off, mate, what's up?' Glencore's champions found this opens doors. Keep it casual, maybe over a drink, and suggest the hotline if they clam up—70% of MATES users got help this way. Persistence beats pressure every time.

Q: All this green regulation stress is killing me—any tips?

A: A worker vented this at a 2024 Gold Fields safety meeting amid new 2025 rules. Break it down—focus on one task at a time; Gold Fields' check-ins taught this trick. Chat with your team about what's doable—South32's flexible options eased similar woes. Off-shift, unwind with a hobby; it's a sanity-saver miners swear by.

Q: Younger workers clash with us old-timers—how do we fix the vibe?

A: A veteran posed this at a 2023 Newmont forum as Gen Z joined crews. Mix it up—pair them on tasks to swap skills; Newmont's Thrive teamwork cut friction by 15%. Ask what they need—younger miners want balance, per MiHR data. Lead by example; show you're open, and they'll follow.

Q: I'm worried about job security with all these robots—how do I stay sane?

A: A miner asked this during a 2024 Barrick Gold Q&A as automation ramped up. Focus on what you can control—ask about training; Barrick's upskilling cut anxiety for 200 workers. Chat with your supervisor about your role's future—Vale's open talks eased 60% of similar fears. Off-shift, lean on a routine like exercise; it's a stress-killer miners rely on.

Q: How do I deal with feeling isolated out here in the middle of nowhere?

A: A FIFO worker raised this in a 2023 Kinross Gold survey. Stay connected—set up a group chat with your crew or family; Kinross's family support boosted morale for 15% of staff. Use downtime for a hobby—reading or sketching beats staring at walls. Teck's mindfulness breaks also help; five minutes can reset your head.

Q: My team's swamped with new quotas—how do I keep us from cracking?

A: A crew leader posed this at a 2024 Anglo American meeting amid a mineral boom. Prioritize—tackle big tasks first and delegate the rest; Anglo's EAP taught this trick. Push for a quick team check-in—Gold Fields' daily huddles cut stress by 20%. If it's too much, flag it to management; Fortescue's shift tweaks started with a team's plea.

Self-Care Tips for Miners

Mining in 2025 is tougher than ever—automation, green regulations, and soaring quotas pile on the pressure. Taking care of your mental and physical health isn't a luxury; it's a necessity to keep you sharp and strong. Here are five simple self-care tips to help you thrive, no matter the shift.

- * **Quick Reset with Breathing:** Feeling overwhelmed mid-shift? Take two minutes—inhale for four seconds, hold for four, exhale for four. It's a trick from Teck Resources' wellness sessions that calms your mind fast, even underground or in a truck cab.
- * **Unplug After Work:** Long days and remote sites can blur the line between work and rest. Switch off work chatter—pop in earbuds with your favourite tunes or podcast for 15 minutes post-shift. Kinross miners say it's like hitting a mental reset button.
- * **Move It, Even a Little:** Shifts leave you wiped, but a five-minute stretch or walk can recharge you. Focus on your shoulders and back—common tension spots from hauling gear or sitting in rigs. Gold Fields' workers swear it cuts fatigue and keeps spirits up.
- * **Stay Connected:** Isolation's a silent killer in mining. Text a mate or call home during a break, even if it's just to say hi. Fortescue's FIFO crews found short check-ins with family or coworkers slash that "out here alone" vibe.
- * **Snack Smart:** Skip the vending machine junk—grab nuts, fruit, or a protein bar instead. A steady energy boost beats the crash of sugar highs, keeping your mood stable through 12-hour hauls. Newmont's wellness tips back this for sharper focus.
- * **Hydrate Like It's Your Job:** Dehydration sneaks up in dusty mines or hot cabs—keep a water bottle handy and sip every hour. Anglo American workers say it cuts headaches and keeps you alert, no matter the shift length.
- * **Eye Break Trick:** Staring at screens or dim tunnels strains your eyes. Every 20 minutes, look at something 20 feet away for 20 seconds—Vale's tech crews use this to dodge fatigue and tension.
- * **Laugh It Off:** Mining's serious, but a quick joke with your crew can lighten the load. MATES in Mining folks swear a chuckle mid-shift boosts morale and cuts stress in seconds.
- * **Nap Smart:** Got a break? A 10-20 minute power nap beats chugging coffee—Kinross miners use it to recharge without grogginess, perfect for FIFO downtime.
- * **Ground Yourself:** Feeling rattled by quotas or change? Press your feet into the ground and focus on the sensation for a minute. Gold Fields' mindfulness training calls this a fast anchor when your head's spinning.
- * **Snack on Purpose:** Pack a mix of protein and carbs—like jerky and an apple—for steady energy. Teck's nutrition tips say it keeps you from crashing halfway through a haul.
- * **Ear On, World Off:** Noise from drills or trucks can fry your nerves—use noise-cancelling earbuds with calming sounds during breaks. Barrick workers rave about this for instant peace.
- * **Write It Down:** Anxious about job security or workload? Jot it on your phone or a scrap—five minutes of venting clears the fog. Newmont's wellness workshops push this for mental uncluttering.
- * **Breathe Deep Outdoors:** Step outside during a break, even for a minute, and inhale deeply. South32 miners say fresh air—however dusty—resets you better than stale cab vibes.
- * **Set a Win:** Pick one small goal per shift—like finishing a task early—and celebrate it. Fortescue crews use this to feel in control amid 2025's chaos.
- * **Warm Up Right:** Cold mornings or stiff joints from sitting? Do a quick shoulder roll or knee lift before work—Glencore's safety team says it wakes you up and cuts strain.
- * **Sip Something Warm:** A thermos of tea or coffee isn't just comfort—it steadies your nerves. Rio Tinto's FIFO workers lean on this to ease into long nights.
- * **Talk to Yourself Nice:** Caught in a rut? Silently say, "I'm doing my best"—it's a BHP trick from Mental Health First Aid that flips the script on self-doubt.
- * **Sleep Prep Ritual:** Off-shift but wired? Dim lights and skip screens 30 minutes before bed—Vale's sleep hacks keep your rhythm solid, even with odd hours.
- * **Buddy Check:** Once a shift, ask a mate, "You good?"—it's a MATES in Mining habit that builds trust and keeps you both grounded.
- * **Chew on Calm:** Pop a piece of gum when stress spikes—chewing cuts tension fast, a trick Anglo American crews use during high-pressure shifts. It's simple and keeps your mind steady.
- * **Focus Flash:** Overwhelmed by quotas? Pick one task, set a 10-minute timer, and nail it—Barrick's workers say this micro-win beats the chaos of a buzzing site.
- * **Cool Down Trick:** Hot rig or sweaty gear got you fried? Splash cold water on your wrists or neck for a quick reset—South32 miners swear it's instant relief without a break.
- * **Tune Your Mood:** Keep a go-to song ready—something upbeat or chill—for a five-minute mood lift during downtime. Teck's crews use this to shake off the grind.
- * **Count Wins, Not Hours:** End your shift by noting one thing you rocked—like fixing a glitch or helping a mate. Gold Fields' folks say it turns a slog into a victory, keeping spirits high.
- * **Shake It Out:** Tension building up? Stand and shake your arms or legs for 30 seconds—Kinross workers say it's like dumping stress off your shoulders, no gym needed.
- * **Sip Slow:** Guzzling water's good, but try sipping it over an hour to stay sharp without bathroom runs. Newmont's crews use this to keep energy even through 12-hour hauls.
- * **Picture Home:** Missing family or feeling detached? Glance at a photo of loved ones on your phone for a quick boost—Fortescue FIFO miners call it their "anchor" on tough days.
- * **One Good Bite:** Swap a candy bar for a solid bite like a cheese stick or handful of trail mix—Vale's nutrition nudge keeps your mood from dipping mid-shift.
- * **Quiet Corner:** Find a spot—even a cab corner—for a one-minute silence break; just listen to your breath. Rio Tinto's mindfulness fans say it's a sanity saver when the noise won't quit.
- * **Fist Pump Reset:** Feeling flat? Clench your fists, hold for five seconds, then release—it's a quick tension buster Glencore miners use to shake off mid-shift slumps.
- * **Smell the Calm:** Keep a small mint or citrus wipe in your kit—sniff it for a 10-second refresh. BHP crews say it's a fast way to clear your head in a dusty rig.
- * **Look Up:** Eyes fried from screens or tunnels? Step out and scan the horizon for a minute—Anglo American workers swear it eases strain and lifts your mood instantly.



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General Workplace Mental Health Resources

- **ISO 45003:2021**
 - Description: Global standard for managing psychosocial risks in the workplace.
- **Mental Health First Aid (MHFA)**
 - Description: Training programs to help individuals recognize and respond to mental health challenges.
- **National Institute for Occupational Safety and Health (NIOSH)**
 - Description: U.S.-based research organization offering guidance on workplace mental health.
- **World Health Organization (WHO) Mental Health Guidelines**
 - Description: Comprehensive resources for promoting workplace mental health.
- **Mindful Employer (UK)**
 - Description: Tools and guidance to support mental health in the workplace.
- **Beyond Blue (Australia)**
 - Description: Mental health awareness and support programs for Australian workplaces.
- **Health and Safety Executive (HSE) Stress Management Standards (UK)**
 - Description: UK-specific standards for managing workplace stress.
- **Canadian National Standard for Psychological Health and Safety (CSA Z1003)**
 - Description: World-first standard focused on psychological health management in Canadian workplaces.

Workplace Mental Health Apps

- ⇒ **Calm**
 - ⇒ Description: App for mindfulness and stress management.
- ⇒ **Headspace**
 - ⇒ Description: App offering guided meditations and mindfulness exercises.

Business Case for Mental Health

- ◇ **Deloitte Report on Workplace Mental Health ROI**
 - ◇ Description: Research on the ROI of mental health investments in the workplace.

Additional Tools and Resources

- ◆ **Employee Assistance Program (EAP) Providers**
 - ◆ Description: Platforms offering confidential counselling and mental health support for employees.
 - ◆ Example Providers: Check local EAP options based on country.
- ◆ **Workplace Resilience Resources**
 - ◆ Beyond Resilience Toolkit: Guides for managing resilience at work.
- ◆ **International Labour Organization (ILO)**
 - ◆ Description: Global guidance on occupational safety, including mental health.
- ◆ **Anonymous Feedback Tools (e.g., CultureAmp, Officevibe)**
 - ◆ Description: Platforms for gathering anonymous feedback to assess mental health challenges in workplaces.

This month's AI prompt that can assist you with creating valuable Mental health information for your business!

AI Prompt for Identifying Negative Thought Patterns in Your Team

In March 2025, as mining navigates rapid change, spotting negative thought patterns early can prevent burnout, boost resilience, and keep your team thriving. This prompt turns AI into your mental health ally, delivering actionable insights to strengthen your business's human core.

AI Prompt for ChatGPT:

""You are a mental health and workplace well-being expert with deep knowledge of team dynamics in high-pressure industries like mining. In the context of 2025, where teams face challenges such as automation, increased workloads, and shifting demographics, help me identify negative thought patterns affecting my team's mental health. Analyze common signs of these patterns—like overgeneralization, catastrophizing, or all-or-nothing thinking—in a mining team setting. Provide specific examples of how these might show up in daily interactions or behaviours (e.g., during shifts, meetings, or breaks), and suggest practical steps I can take as a leader to spot and address them. Base your insights on real-world workplace scenarios and evidence-based psychology, tailored to a mining business aiming to improve team morale and productivity.""

How to Use It:

- Upload this prompt to an AI platform and provide details about your team—size, roles, or specific stressors (e.g., new tech or quotas).
- The AI will generate a detailed response identifying negative thought patterns, such as:
 - Overgeneralization: "A haul truck breakdown means I'm useless at my job."
 - Catastrophizing: "If we don't hit this target, the mine's shutting down."
 - All-or-Nothing Thinking: "Either I'm the best driller, or I'm a total failure."

It'll also offer examples—like a worker sulking after a missed quota or a team grumbling about automation stealing jobs—and steps like casual check-ins, reframing exercises, or peer support nudges.



Written with ChatGPT



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Next Month's Issue: Technology and Mental Health!



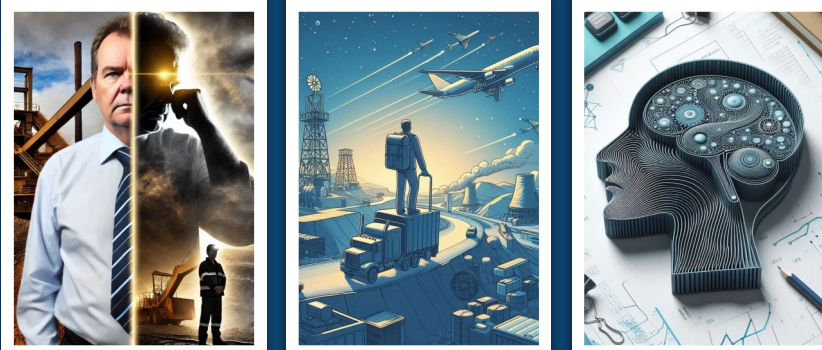


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Mental Health Magazine Series

DrillDownReports.com created this mental health awareness magazine because we believe that mental well-being is the cornerstone of a thriving life. In a world that often prioritizes productivity over people, we wanted to shine a light on the importance of understanding, supporting, and nurturing mental health. Our goal is to provide practical insights, heartfelt stories, and actionable tools to empower individuals and organizations to foster environments where mental health is celebrated, not stigmatized. Together, we can create a culture where everyone feels seen, heard, and supported—because mental health matters, now more than ever.



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Let's grow together—contact us today!