



# The Intersection of Trauma, Mental Health, and Construction

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## Why This Matters

Construction is facing a mental health emergency:

- Suicide rates in construction are 4x the national average
- Substance use is a leading safety and performance concern
- Unaddressed trauma affects trust, teamwork, and turnover

Behind every “problem employee” could be a person in pain—and behind that pain is often trauma. It’s time we treat mental health like the safety risk it is.

## What is Trauma?

Trauma is not just “what happened.” It’s how the body and brain respond when something is too much, too fast, or too soon—and there’s no support to process it.

How it shows up on the jobsite:

- Explosive tempers, shutdowns, or chronic “bad attitudes”
- High-risk behaviors or poor safety choices
- Substance use as coping
- Hypervigilance, mistrust, or control issues

These are adaptive responses, not character flaws.

## Mental Health = Jobsite Safety

Mental wellness is foundational to:

- Safe decision-making
- Strong leadership
- Team communication
- Reduced turnover and burnout

We've train for so many safety protocols and procedures. It's time to train for mental health too.

## What Does "Trauma-Informed" Mean?

A trauma-informed jobsite is one where people:

- Feel physically and psychologically safe
- Have space for trust and transparency
- Are empowered with voice and choice
- Are supported, not punished, when struggling

**You don't need to be a therapist.** You just need to see people differently, so you can respond differently.

## Let's Shift the Culture

We've made huge progress in physical safety. Now it's time to bring that same innovation and investment to mental health.



The Wounded Workforce offers the first, Construction-specific holistic mental health certification training.



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