

# Support a Colleague in Distress:

## Practical Steps with Islamic Compassion

### Recognising the Signs:

- Missed prayers at work or signs of spiritual disengagement
- Withdrawn behaviour, frequent absences
- Tearfulness, irritability, or dropping performance
- Changes in dress, hygiene, or social interaction

### What You Can Do

**1. Approach privately and gently:** *"I noticed you've been quieter than usual. I just wanted to check in – are you okay?"*

**2. Hold space without pressure:** Avoid the urge to give advice immediately. Offer presence and listening instead. *"You don't have to go into detail. Just know I'm here for you."*

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**4. Offer practical help:** *"Can I help with your workload today?"*  
*"Would you like me to walk with you to the prayer room?"*

**5. Respect confidentiality** unless someone is at risk of harm. In that case, seek support from Afiya EAP services immediately.

### Spiritual Integration

Remind them of Allah's closeness to those in distress:

*"Verily, in the remembrance of Allah do hearts find rest." (Qur'an 13:28)*

Offer to make du'ā together: *"Would you like me to make du'ā for you right now, or with you?"*