

**Table 2. How can I be supportive of my peers?**

Provide a safe space (e.g.,) away from the usual workspace.

Keep conversation confidential, when possible.\*

Give them time to express their reaction and emotions.

Acknowledge, provide empathy, and validate.

Create a judgement-free environment.

Listen actively, don't interrupt.

Share experiences but don't overtake the conversation.

Don't assume you know what is best for them.

\*Remember: As a healthcare professional, we are obligated to report instances when someone may harm themselves or others.