

Emotional wellbeing.

How to spot the signs.

We all have mental health just as we have physical health, but it can seem more difficult to spot the signs of mental ill health – these are some things to look out for:

Personal life changes:

- Bereavement
- Divorce or relationship breakdown
- Having children
- Health scares or physical illness

Changes at work:

- Starting a new job
- Coping with an increased workload or a promotion
- Poor relationships with colleagues or managers
- Redundancy, or fear of redundancy

Recognising a mental health issue is the first step in accessing the support needed to recover. Some signs of common mental health issues include:

Physical

- Frequent headaches or stomach upsets
- Suffering from frequent minor illnesses
- Difficulty sleeping or constant tiredness
- Being run down
- Lack of care over appearance
- Sudden weight loss or gain

Emotional and behavioural

- Irritability, aggression or tearfulness
- Being withdrawn, not participating in conversations or social activities
- Increased arguments or conflict with others
- Erratic or socially unacceptable behaviour
- Loss of humour
- Indecision, inability to concentrate
- Increased consumption of caffeine, alcohol, cigarettes and/or sedatives
- Being louder or more exuberant than usual
- Loss of confidence
- Difficulty remembering things

These signs in the workplace, may indicate support and intervention is needed:

- Increased errors, missing deadlines or forgetting tasks
- Taking on too much work and volunteering for every new project
- Working too many hours – first in, last out, emailing out of hours or while on holiday
- An employee who is normally punctual frequently arriving late
- Increased sickness absence
- Becoming fixated with fair treatment and quick to use grievance procedures