

Signs that a Colleague Might Need Support

Behaviour

- Being moody or irritable
- Mood swings
- Being unusually quiet or withdrawn or very loud
- Avoiding others
- Being negative or argumentative
- Crying
- Blaming self or others
- Being suspicious or resentful
- Conflict or not getting on with colleagues or others

Feelings

They may report feeling:

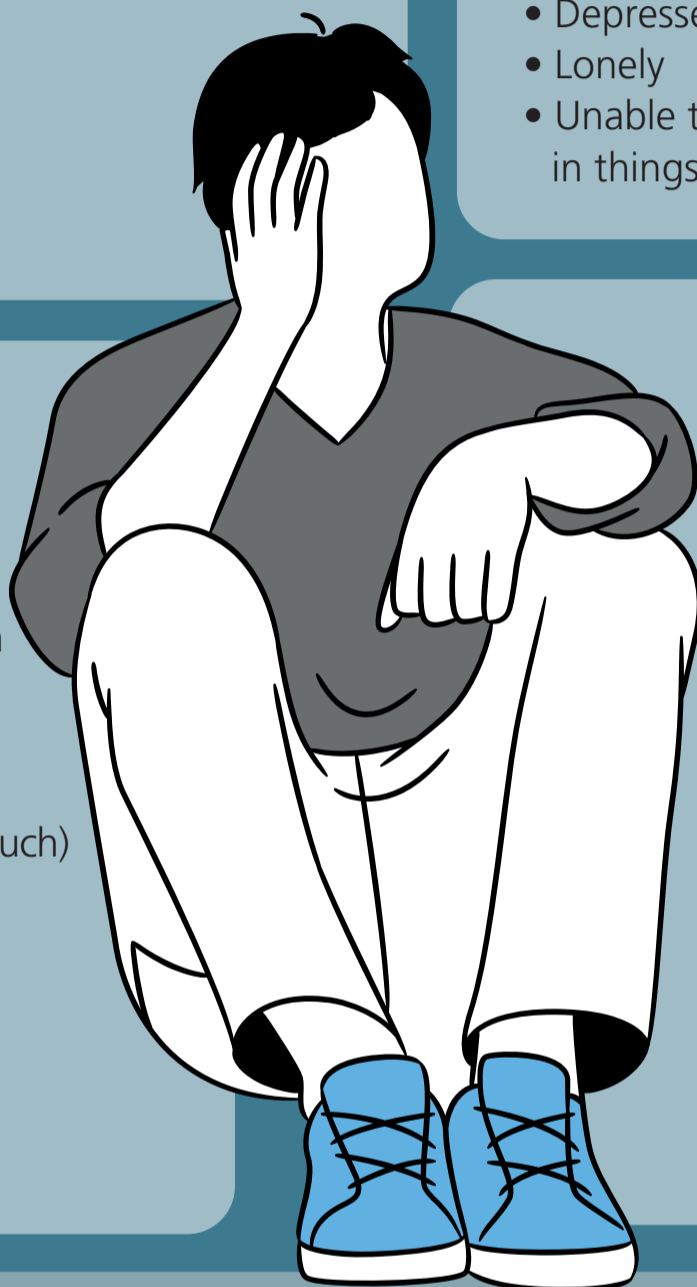
- Worried
- Anxious
- Stressed
- Depressed or low
- Lonely
- Unable to enjoy things or feeling uninterested in things they normally enjoy

Physical

- Tiredness
- Frequent headaches
- Tense muscles, aches and pains
- Problems with digestion or nausea
- Weakened immune system, frequent colds
- Weight loss/ weight gain (from not eating enough or too much)
- Deterioration in appearance or personal hygiene
- Signs of self harm
- Being unusually fidgety or being unable to sit still
- Shallow breathing

Performance

- Being late/ leaving early
- Working longer hours (sign of feeling overloaded)
- Missing deadlines
- Making mistakes/ reduced quality of work
- Poor judgement
- Difficulty making decisions/ being indecisive
- Reduced motivation
- Difficulty focussing or concentrating on work
- Difficulty remembering things



The above signs are not exhaustive but spotting the signs of stress in colleagues/ staff is really just about knowing them and picking up on cues that something is not usual or quite right with them.

If you notice any signs that they need support:

- Arrange to speak to them privately but reassure them that this is because you want to help.
- If they don't feel able to talk to you, is there someone else they might be able to talk to?
- Ask them how they are feeling
- Listen to them and do not judge
- Find out what they think could help them to feel better

Where can you signpost them for help?

- Vivup 24 hour telephone counselling and advice line on 03303 800658
- 19 self-help CBT guides from Vivup available from our wellbeing site or www.vivup.co.uk
- Their GP
- Our wellbeing site - available from the front page of the STH intranet
- The Vivup site at www.vivup.co.uk
- IAPT Sheffield www.iaptsheffield.shsc.nhs.uk (IAPT is also available in some other cities/ regions too)
- Our NHS People website for details of national health and wellbeing support for NHS staff: www.people.nhs.uk



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Visit our Staff Wellbeing site available from the front page of the STH intranet

