

Spotting The Signs of Ill-Mental Health in a Hybrid Workforce

The signs are the same but how they are displayed may differ...

In the workplace	Working remotely
Withdrawal: Less enthusiasm, not engaged in meetings or office activities, socialising less with colleagues.	Withdrawal: Camera switched off, avoiding speaking in meetings or not attending meetings at all.
Anxiety: Appearing on edge, avoiding particular situations including meetings or talking to new people.	Anxiety: Appearing on edge, avoiding particular situations including meetings or talking to new people.
Changes in appearance: Poor hygiene, weight loss or gain, looking dishevelled.	Changes in appearance: Looking dishevelled, gaunt or very tired.
Fatigue: Tired when arriving into office, struggling to get through the day, looking exhausted.	Fatigue: Looking exhausted, talking about how tired they are.
Changes in work performance: Avoiding face-to-face discussions, keeping a low profile, taking longer to complete tasks, procrastinating, making mistakes.	Changes in work performance: Staying 'under the radar', not proactively seeking feedback on work produced or actively seeking new work.
Changes in behaviour: Noticeable changes in how they used to behave. It could be anything including appearance, diet, work attitude, responsiveness to work requests etc.	Changes in behaviour: Changes such as engagement in work-based activities e.g. team events and online social events, responsiveness to work requests etc.
Low or erratic changes in mood: More emotional and tearful, or signs of increased anger and irritability.	Low or erratic changes in mood: Might be tearful or easily upset or appear distracted and quiet.
Increased absence: Physically not present for various reasons, including physical complaints such as migraines.	Increased absence: Not present for meetings or calls due to illness or medical appointments.

If a colleague displays any of these signs, it doesn't necessarily mean that they have a mental health issue. However, if you are concerned, regardless of their location, it is worth checking in with them to see how they are doing and if you can be of any support.