

# Spotting the signs of mental-ill health



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

Signs	In the workplace	Working remotely
Physical Appearance	Poor hygiene, weight loss or gain, looking dishevelled.	Looking dishevelled, unkept, gaunt or very tired. No camera on during meetings.
Attendance	Noticeable changes in how they averagely behave. Physically not present for various reasons, including physical complaints such as migraines.	Changes such as engagement in work-based activities e.g. team events and online social events. Not present for meetings or calls due to illness or medical appointments.
Behaviour	Withdrawal, not engaged in meetings or office activities, socialising less with colleagues.	Camera switched off, avoiding speaking in meetings or not attending meetings at all.
Mood	More emotional and tearful, or signs of increased anger and irritability. Tired when arriving into office, struggling to get through the day, looking exhausted.	Can appear distracted, tearful and/or quiet. Looking exhausted, talking about how tired they are.
Work Performance	Struggling to get organised, make decisions and find solutions. Avoiding face-to-face meetings, keeping a low profile, taking longer to complete tasks, procrastinating and making mistakes.	Staying 'under the radar', not proactively seeking feedback on work produced or actively seeking new work.

## Tips for coping with working remotely

- ✔ Set a routine and stick to it
- ✔ Lines between work and 'me' time
- ✔ Manage expectations
- ✔ Make time for breaks
- ✔ Stay connected with others
- ✔ Ask for help if you need it
- ✔ Establish a dedicated workspace
- ✔ Plan for longer term
- ✔ Look after your health
- ✔ Be kind to yourself

Remember we are all different and Mental health can affect us in different ways.