

# TAKE 10 TOGETHER

Triggers

& Signs

## of mental ill health

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. Here are some of the common triggers which might impact on someone's mental health and signs that suggest they may need support.

## Triggers

Here are some examples of circumstances which might trigger mental ill health

People often undergo significant life changes without developing a mental health issue. But for some people changes in their work or personal life, including happy events, can prove stressful and may trigger mental ill health.

### Personal life changes



Bereavement



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

## Signs to spot

Recognising a mental health issue is the first step in getting the support needed to recover. One of the first signs of mental ill health may be changes in the person's behaviour.

### Physical

Some of the signs to look out for



- ! 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 & behavioural



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 Being withdrawn, not participating in conversations or social activities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

### At work

- ✗ Increased errors, missing deadlines or forgetting tasks
- 📄 Taking on too much work and volunteering for every new project
- 🕒 An employee who is normally punctual arriving late
- 🕒 Working too many hours: first in, last out, sending emails out of hours or while on leave
- 🔒 Increased sickness absence
- 👥 Negative changes to ways of working or socialising with colleagues

Look out for these signs that an employee may need more support in the workplace

To learn more about how employers can support the mental wellbeing of their staff, visit [mhfaengland.org](http://mhfaengland.org) and download a free copy of our Line Manager's Resource or contact:

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