MENTAL HEALTH ON THE JOB

Mental health affects how people show up at work, even when they are trying to keep it together. Stress, burnout, anxiety, and depression often appear as changes in attendance, focus, communication, and patience long before anyone says a word. Leaders cannot diagnose employees, but they can notice patterns and respond early with support and clear expectations. When you catch it early, you protect the employee and the team's performance and safety.

WHAT TO LOOK FOR IF YOU THINK AN EMPLOYEE IS STRUGGLING WITH MENTAL HEALTH:

1. **Attendance and punctuality changes.**
   They start showing up late, missing work, or calling out more than normal.
2. **Productivity and work-related accuracy drop.**
   Output slows, mistakes increase, and more rework is required.
3. **Communication and teamwork withdrawal.**
   They disengage in meetings, avoid coworkers, and respond less.
4. **Mood and behavior shift.**
   They seem more irritable, anxious, tearful, or emotionally flat at work.
5. **Lower stress tolerance.**
   Normal pressure or small changes trigger outsized frustration, worry, or shutdown.