

Spot the Signs of Stress at Work

Workplace Stress Awareness Checklist

Look for these signs...

Behavioural Signs

- ☐ Increased absenteeism or lateness
- ☐ Avoidance of responsibilities or withdrawing from team activities
- ☐ Frequent mistakes or forgetfulness
- ☐ Changes in eating, drinking, or smoking habits at work

Emotional Signs

- ☐ Irritability or mood swings
- ☐ Low motivation or enthusiasm
- ☐ Anxiety or appearing overwhelmed
- ☐ Difficulty concentrating or making decisions

Physical Signs

- ☐ Fatigue or low energy
- ☐ Headaches, back pain, or stomach issues
- ☐ Sleep disturbances or insomnia
- ☐ Noticeable changes in appearance or self-care

Work-Related Signs

- ☐ Missing deadlines or submitting work late
- ☐ Decline in quality of work or attention to detail
- ☐ Reduced productivity or slower work pace
- ☐ Difficulty prioritising tasks or staying organised

Spot the Signs of Stress at Work

Workplace Stress Awareness Checklist

Consider these triggers and actions...

Work-Related Triggers

- ☐ Overload of tasks or unrealistic deadlines.
- ☐ Lack of control over workload or unclear responsibilities.
- ☐ Conflict with colleagues, managers, or clients.
- ☐ Lack of recognition or career development opportunities.

Actions for Employers

- ☐ Initiate gentle, private conversations if you notice signs.
- ☐ Offer support such as flexible working, mentoring, or EAP services.
- ☐ Promote stress awareness resources and training.
- ☐ Regularly review workloads and adjust expectations.
- ☐ Encourage breaks, healthy routines, and work-life balance.
- ☐ Encourage use of annual leave and proper rest.
- ☐ Train managers to recognise and respond to stress early.
- ☐ Lead by example – demonstrate healthy work habits and boundaries.
- ☐ Foster a culture where asking for help is normal and supported.
- ☐ Provide clear communication about priorities and organisational changes.

For more free resources, visit THSP's Knowledge Hub
thsp.co.uk/knowledge-hub/