

How to **spot** early signs of **stress** in the **workplace**

We know working in hospitality during the festive period can be tough on your team. Staff welfare is essential to maintaining a successful business, but high staff turnover, personnel issues, and customer complaints can threaten your bottom line.

If you're worried about a member of your team feeling overwhelmed, please use the **checklist below**:

Have you noticed an increase in absence?

Have you noticed a slip in standards, or work not being completed by the employee?

Has there been a change in the employee's time management, i.e. first one in and last one out each shift, or coming in later than usual?

Has the employee had an increased level of illness?

Has the employee voiced that they are struggling with their workload? Have they asked for something to be taken off their To Do list or for support?

Has the employee been absent whilst doing this job for a problem associated with stress (e.g. has the employee's fit notes specifically mentioned stress)?

Have you noticed an excessive number of hours worked by the employee?

Have you noticed a trend of other employees doing a similar job suffering from a stress-related illness?

Has the employee mentioned that they are finding the job stressful?

Has the employee demonstrated signs of struggling such as being tearful or aggressive?

Has the environment within the team felt hostile?

Has there been an increase in complaints?

If you've ticked 3 or more boxes, your employee could be struggling. We recommend reaching out and checking in to see how you can help.

If they need any additional support, please advise them that they can call our anonymous, free, 24/7 helpline on

 **0808 802 0282**

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