



Pay close attention – don't look away.
Identifying and addressing
behavioural changes

Tips for managers

You should be particularly aware of the following changes in behaviour:

Behaviour at work

More absences, lateness, frequent breaks

Performance

Variations in performance, poor concentration, reduction in quality of work, unreliable, more forgetful

Social interaction

Social withdrawal, increased mistrust, aggressive and provocative behaviour, noticeable increase in conflicts when dealing with other people

Mood

Depression, exhaustion, resignation and lack of interest, anxiety (e.g. fear of failure), bad temper, extreme highs and lows

Physical symptoms

Repeated complaints about physical problems, tiredness, lack of energy, dizziness, sweating, nervousness and agitation

General behaviour

Change in appearance (e.g. dark rings under eyes, unkempt appearance, lack of personal hygiene, pale), noticeable consumption of alcohol or medication



Take the changes seriously and raise the issue early on with your employees.

How? The HILFE concept can help you with this:
helsana.ch/sme-toolbox