

# The 5 Signs of Mental Overload

## Changed Behavior in the Workplace

- Employee becomes quieter, withdrawn, or noticeably irritable
- Reduced concentration or making more frequent mistakes
- Irregular attendance (coming in late, calling in sick more often)

> **Action:** Start the conversation with: "I've noticed you seem a bit different than usual — is everything okay?" This often opens up dialogue without feeling confrontational.

## Increasing Work Pressure Complaints

- Regularly working overtime or skipping breaks
- Complaining about deadlines or workload
- Visible tension when faced with unexpected tasks or changes

> **Action:** Encourage managers to regularly do a brief "workload check-in" with their team and discuss options for adjustment.

## Signs of Fatigue or Insufficient Recovery

- Appearing tired or having difficulty concentrating
- More frequent sick days with "vague" complaints (headaches, flu, back pain)
- Low energy or motivation during conversations

> **Action:** Ask how someone recharges outside of work and whether that's still working for them. Discuss options for temporary adjustments.

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## Negative Attitude or Decreased Engagement

- Cynical remarks or showing less interest
- Avoiding collaboration or team meetings
- Declining enthusiasm for projects or new ideas

> **Action:** Use an open-ended question like "What still gives you energy at work?" to get a sense of motivation and potential energy drains.

## Requests for Help Hidden Between the Lines

- An employee mentions that "it's all just a bit too much right now"
- Phrases like "I'll manage" or "I'm not sleeping well, but it'll pass"
- Colleagues expressing concern about someone's well-being

> **Action:** Always take these signals seriously. Offer a check-in conversation or coaching before things escalate. Refer to professional support if needed.

Want to get started with this topic? Feel free to contact one of our team or account managers about our **Mental Fitness Program**.

2026 - This checklist was developed based on practical experiences in the metal and electrical industry and may be freely used and shared, with attribution.

