According to the *Mental Health Commission of Canada* (Mental Health First Aid, 2017) the following signs could indicate an employee or colleague may be struggling with a mental health issue:

- Consistently late or frequent absences
- Lack of cooperation or inability to work with colleagues
- Decreased productivity
- Increased accidents or safety concerns
- Frequent complaints of fatigue and/or unexplained pains
- Difficulty concentrating, making decisions or remembering things
- Making excuses for missed deadlines or poor work
- Decreased interest or involvement in one’s work
- Working excessive overtime over a prolonged period
- Expressions of strange or grandiose ideas
- Displays of anger or blaming of others

*It is important to remember that individuals demonstrating these behaviours may just be having a bad day or week(s). However, if behaviours persist for a longer period of time, it may indicate an underlying mental health problem* (*Canadian Mental Health Association, 2016*).

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**Resources**

- Canadian Mental Health Association: [www.cmha.ca](http://www.cmha.ca)
- CMHA Suicide Prevention: [https://cmha.ca/documents/preventing-suicide](https://cmha.ca/documents/preventing-suicide)
- Mental Health Commission of Canada: [www.mhcc.ca](http://www.mhcc.ca)
- Mental Health Works: [www.mentalhealthworks.ca](http://www.mentalhealthworks.ca)
- Crisis Service Canada: [http://www.crisisservicescanada.ca/](http://www.crisisservicescanada.ca/)
- eMental Health: [https://www.ementalhealth.ca/](https://www.ementalhealth.ca/)

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The Content is not intended to be a substitute for professional medical advice, diagnosis, or treatment. Always seek the advice of your physician or other qualified health provider with any questions you may have regarding a medical condition.