People often undergo significant life changes without developing a mental health issue. But for some people changes in their work or personal life, including happy events, can prove stressful and may trigger mental ill health.

## Triggers

Here are some examples of circumstances which might trigger mental ill health:

### Personal life changes

- Bereavement
- Relationship breakdown
- Having children
- Health scares or physical illness

### Changes at work

- Starting a new job
- Coping with an increased workload or a promotion
- Poor relationships with colleagues or managers
- Redundancy, or fear of redundancy
Recognising a mental health issue is the first step in getting the support needed to recover. One of the first signs of mental ill health may be changes in the person’s behaviour.

### Physical

- Frequent headaches or stomach upsets
- Difficulty sleeping or constant tiredness
- Lack of care over appearance
- Sudden weight loss or gain
- Suffering from frequent minor illnesses
- Being run down

### Emotional & behavioural

- Irritability, aggression or tearfulness
- Indecision, inability to concentrate
- Erratic or socially unacceptable behaviour
- Being louder or more exuberant than usual
- Loss of confidence
- Loss of humour
- Increased arguments or conflict with others
- Difficulty remembering things
- Increased consumption of caffeine, alcohol, cigarettes or sedatives
- Being withdrawn, not participating in conversations or social activities
- Difficulty sleeping or constant tiredness
Look out for these signs that an employee may need more support in the workplace:

- Increased errors, missing deadlines or forgetting tasks
- Taking on too much work and volunteering for every new project
- An employee who is normally punctual arriving late
- Working too many hours: first in, last out, sending emails out of hours or while on leave
- Increased sickness absence
- Being fixated with fair treatment and quick to use grievance procedures

#Take10Together this World Mental Health Day.
Visit mhfaengland.org to find out about Mental Health First Aid and how you can support a friend, family member, colleague or student with their mental health.