

# RECOGNISING COLLEAGUE DISTRESS



Use this expanded checklist to help identify when a colleague may be in emotional or psychological distress. Check the boxes for behaviours observed over the past two weeks. Patterns of concern may indicate it's time to check in or offer support.

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INDICATOR	OBSERVED ( / X)	NOTES OR EXAMPLES
Withdraws from team conversations or social interaction		
Displays irritability, anger, or emotional outbursts		
Appears increasingly anxious or tense during the workday		
Stops contributing ideas or avoids meetings		
Misses deadlines or turns in incomplete work		
Mentions feeling overwhelmed or unable to cope		
Shows visible signs of exhaustion or poor sleep		
Arrives late, leaves early, or takes unexpected time off		
Appears dishevelled or shows changes in appearance		
Frequently sighs, slouches, or rubs temples/forehead		
Speaks negatively about their abilities or worth		
Jokes or comments about quitting, failure, or not being needed		
Avoids eye contact or acts distracted during conversations		
Snaps at others or shows unusual defensiveness		
Expresses feeling isolated, unsupported, or stuck		
Seems disengaged or apathetic about results or outcomes		
Mentions trouble sleeping, headaches, or health issues		
Repeats self-blaming or defeatist phrases ("I can't do anything right")		