



How are you feeling?

The reason we ask is that job dissatisfaction – or poor mental well-being – can manifest itself in many ways. And it is important to react to the signs as soon as possible.

In a work context, it is not just your own problem if you are not thriving. It is a joint responsibility and not something you should have to deal with on your own. Your workplace and your manager also play a role and can often help you recover your mental well-being and thrive again.

Poor mental well-being can present itself in many different ways, and if it happens to you, you may experience a range of physical and/or psychological signs.

Common signs of poor mental well-being:

Behavioural signs:

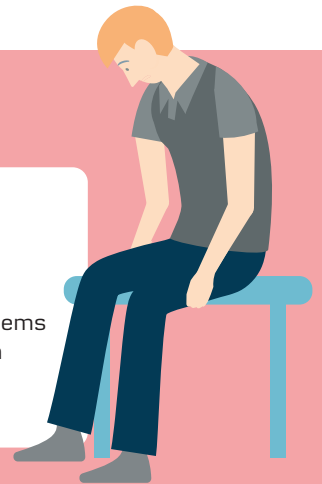
- Sleep problems
- Indecisiveness
- Increased use of stimulants
- Worries
- Sadness
- Aggressive behaviour

Physiological signs:

- Rapid heartbeat
- Agitation
- Attacks of sweating
- Headache
- Infections

Psychological signs:

- Weariness
- Tiredness
- Memory and concentration problems
- Lack of enthusiasm and interest
- Anxiety



What to do if you are not thriving

If you suffer long-term poor mental well-being, your body will be in a permanent “state of emergency”, which can lead to cognitive overload, stress and burnout. So it is essential to tackle your poor mental well-being before it develops into serious illness.

If you experience symptoms of poor mental well-being over a prolonged period (more than two weeks), you need to do something about it.

If you are not thriving and it affects your performance at work, it is often a good idea to talk to your manager, who will then be able to help you at an early stage.

Here are some examples of when it is relevant to ask your manager for help:

Ask to talk to your manager if, for example...

- 1 you feel you have lost focus - or cannot concentrate on your tasks
- 2 you often feel discomfort (pain) when performing your work

3 you fall ill and it affects your work performance

4 you are generally not thriving in your job at the moment.



Remember that the sooner you recognise and act on your symptoms, the better.

Here are some tips for a talk with your manager about your well-being:

Before the talk

Carefully prepare for the talk.

Three important factors determine whether your talk with your manager is a success. Imagine that your manager asks you these questions:

- What do you think would help you here and now?
- What tasks give you the most energy and well-being in your work?
- How do I as your manager affect your well-being?
- Would you like to hear my suggestions for what you can do?

These are some of the questions that it would be a good idea to ask yourself before the talk and think about answers to. Your manager will also have prepared for your talk, and you stand a better chance of a productive outcome if you do the same.

During the talk

The talk will often fall in three parts:

1. An introduction where you talk about how you are feeling in more general terms.
2. An examination stage where your manager asks you questions so that you both get a better understanding of the problems and possible solutions.
3. A conclusion where your manager summarises what you have talked about and you agree what is to happen next and who does what and when.

After the talk

- Write down what you agreed.
- Stick to your agreements
- Do you have any additional questions you need to put to your manager?
- Do you need to discuss the situation with your partner, a good friend, a family member or others?

How to get professional help

If you feel a need to consult a professional, contact us on +45 70 25 02 03. Our Health Care Managers are ready to help you find the right treatment offer.

