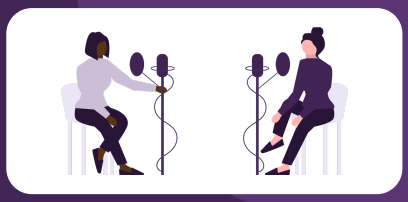
EMPOWERING WOMEN FOR DIGITAL & REMOTE HR CAREERS

MODULE 5 · LESSON 5.4 · REVISION SHEET

Wellbeing, burnout and signposting

Notice the pattern, prevent at source, and refer when it goes beyond the HR role



From noticing to referring

1. **Notice a change**
   Hours that creep, withdrawal, work that slips, what they say. Several signs, over weeks
2. **Prevent at source**
   Workload you can see, hours that end, meetings for every time zone, contact by design
3. **Converse, refer or neither**
   Hold it if the cause is the work; refer if health, sleep or weeks of signs
4. **Refer kindly**
   Say what you noticed, where your role ends, named routes, a date to talk again
5. **Keep it confidential**
   Share the agreed change, not the reason. The limit: a risk to life

Key facts

44%
of EU workers said digital technology means they work alone
Source: EU-OSHA OSH Pulse, 2022

46%
reported severe time pressure or work overload
Source: EU-OSHA OSH Pulse, 2022

27%
reported stress, depression or anxiety caused or made worse by work
Source: EU-OSHA OSH Pulse, 2022

46,336
UK workers studied: those in individual wellbeing programmes were no better off
Source: Fleming, 2024, Industrial Relations Journal

Remember

1. Burnout comes from stress at work that was not managed. Describe what you see; never diagnose.
2. At a distance, look for a change in pattern: hours that creep, withdrawal, work that slips.
3. Prevent at source through workload, hours, meetings and contact. Support helps, but cannot fix the work.
4. When a concern goes beyond your role, listen, say so, and refer to named routes with a date to follow up.
5. Keep health details confidential, except when a life is at risk.

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