

The Signs I Shouldn't Ignore

Self-Reflection Tool

Regardless of where you fall on the mental health continuum, psychological injury can look different for everyone. It's important to recognize the signs in yourself and to document when these signs may be linked to work-related stressors or responses to work-related events.

Use this handout to reflect on how you've been feeling over the past two weeks. Please remember: this is not a diagnostic tool. The purpose is to support self-awareness and early recognition of changes in your mental health and well-being.

1. Emotional Well-being

How have you been feeling emotionally? What emotions are you feeling most often these days?

Have you noticed any of these symptoms?	Not at all	Several days	More than half the days	Nearly every day
Increased irritability or emotional reactivity				
Loss of interest or joy in everyday activities				
Emotional numbness or detachment				

Notes or examples (e.g., when did you start noticing these symptoms?)

2. Performance and Functioning

How have you been coping with daily responsibilities? How motivated have you been these days?

Have you noticed any of these symptoms?	Not at all	Several days	More than half the days	Nearly every day
Struggling to complete tasks you used to manage easily				
Inability to concentrate				
Wanting to avoid work or calling in sick more often				

Notes or examples (e.g., when did you start noticing these symptoms?)

3. Physical Well-being & Sleep

How have you been managing your sleep, hygiene, nutrition, pain, and activity goals recently?

Have you noticed any of these symptoms?	Not at all	Several days	More than half the days	Nearly every day
Poor sleep or trouble falling /staying asleep				
Unexplained fatigue, headaches, or muscle pain				
Changes in appetite, nutrition, or hygiene habits				

Notes or examples (e.g., when did you start noticing these symptoms?)

4. Social Well-being

How connected do you feel to others?

Have you noticed any of these symptoms?	Not at all	Several days	More than half the days	Nearly every day
Withdrawing from friends, family, or coworkers				
Feeling isolated, unsupported, or misunderstood				
Avoiding conversations or social interactions				

Notes or examples (e.g., when did you start noticing these symptoms?)

5. Spiritual Well-being

How have you been viewing the world recently? How connected do you feel to your values or sense of meaning?

Have you noticed any of these symptoms?	Not at all	Several days	More than half the days	Nearly every day
Feeling disconnected from purpose or your role				
Questioning your values, beliefs, or career direction				
Feeling hopeless or like you're just going through the motions				

Notes or examples (e.g., when did you start noticing these symptoms?)

6. Addictions & Coping Behaviours

How have your current substance use habits or coping behaviours been over the past two weeks?

Have you noticed any of these symptoms?	Not at all	Several days	More than half the days	Nearly every day
Using alcohol, drugs, food, or screens to numb or escape				
Overworking, avoiding breaks, or neglecting self-care				
Feeling out of control with certain habits or behaviors				

Notes or examples (e.g., when did you start noticing these symptoms?)

Summary & Next Steps

How many areas show signs of concern (More than half the days or Nearly every day)? ____ out of 6 areas

Do you believe any of these signs are related to workplace stress or experiences?

Yes No Unsure

If yes, how have these symptoms been connected to work or workplace events?

Would talking to a supervisor, peer, EAP counsellor, or mental health professional be helpful right now?

Yes No Unsure

Remember: **Mental health is just as important as physical health.** Documenting how you feel is the first step toward getting support.