

Loneliness at Work

-Beating it *together*



Causes of workplace Loneliness



Approx. 19 million adults suffer from loneliness to some degree (ONS)

Chronic, long-term loneliness can be as bad as smoking 15 cigarettes a day, and can increase the risk of blood pressure, diabetes and obesity.

A Minister for Loneliness has been appointed in the UK to combat this growing trend

Top-Tips for colleagues

- ✓ **Be honest** – tell your manager or a colleague if you are struggling
- ✓ If you are homebased, try to work from an office/ location on occasion where possible
- ✓ Use a phone-call or Skype rather than e-mail
- ✓ When using Skype – turn on the camera. **Don't be shy!!** Seeing faces rather than just voices can really help tackle feelings of isolation
- ✓ **Take a break.** Getting fresh air in the middle of the day helps mental health. Even better – meet someone for a coffee in your break!
- ✓ **Avoid wearing headphones all day** in the office as it can be a barrier against interaction
- ✓ If you are a remote worker, could you **'buddy'** with a colleague, agreeing to check in every few days?

Top-Tips for managers

- ✓ **Ask** colleagues how they are... and **listen** to their response
- ✓ Use a phone-call or Skype rather than e-mail
- ✓ When using Skype – turn on the camera. **Don't be shy!!** Seeing faces rather than just voices can really help tackle feelings of isolation
- ✓ If possible – build extra time onto team calls to **allow for social chat.** This is not 'wasted time' but can really help build relationships and combat loneliness
- ✓ Call remote workers at **least once a week**, even if there is no work-related need to do this
- ✓ Consider **arranging face-to-face meetings** with remote workers a minimum of once a month
- ✓ Consider introducing a **'buddy' system** to remote working teams



If you are struggling with loneliness

Don't forget our free Colleague Assistance Programme. Use **'worklife'** as username and password

Phone: 0800 316 9337 (confidential, 24/7) **Online: www.legalandgeneral.com/eap**

Mobile App: download **'Health Assured'** from your usual app store.  