

## What are some signs of vicarious trauma?

If an employee is consistently displaying several of the behaviours listed below, their mental health may be negatively impacted by work. The below are signs of vicarious trauma but may also be indicative of other mental health impacts.

### **Your staff member may seem...**

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to have less time or energy for themselves

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disconnected from co-workers or socially withdrawn (when that wasn't previously the case)

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to be more sensitive to traumatic content or bad news – in a professional and/or personal sense

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more cynical – particularly about work outcomes

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to have a sense of generalised despair and/or hopelessness

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to be less well-rested

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less confident in their own capacity and ability

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'spaced out' or 'not really there'

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more frequently agitated or angry

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overly anxious or preoccupied with any situations associated with the exposure to traumatic content (beyond the level of attention warranted by their role)

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hyper-vigilant

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**Remember that managers can also experience vicarious trauma. In addition to looking out for signs in your staff members, check in with yourself.**