

Try to spot the correct warning signs



All of us have bad days sometimes. If some work task, e.g. is not going well, avoid coming up with your own interpretation of the possible reasons. Instead, politely ask about the matter. Often just bringing it up in a friendly manner is enough to change the situation.

Rather than make baseless interpretations, trust your powers of perception: try to spot the warning signs that indicate problems and boldly bring the matter up for discussion.

What signs indicate that there are work or health problems?

- **Work problems**

Work is not being performed as instructed. There are problems, for instance, in carrying out agreed tasks, in working hours and in following the ground rules.

- **Interaction problems**

Uncertainties and misunderstandings related to expectations and instructions begin to appear. There may be a lack of kindness, as well as displays of an inappropriate attitude or tone of voice.

- **Problems in emotional and physical safety**

Increase in accidents, near-miss situations and harassment situations.

- **Leadership problems**

A lack or insufficiency of feedback. A lack of trust, respect and/or clarity.

- **Increase in absences due to illness**

Recurring absences may be a sign of underlying problems.

This material is part of Varma's work ability support material. How can I succeed as an employer of a personal assistant?

Part 5b: Try to spot the correct warning signs

Read more: varma.fi/henkilokohtainenapu