



EAP Newsletter APRIL 25

Recognising and Managing Fatigue this Autumn

As the seasons change, many people experience increased fatigue, but how do you know if it's just general tiredness or something more?

Fatigue is more than just feeling sleepy. It's a persistent lack of energy that can be physical, mental, or both. Unlike normal tiredness, fatigue doesn't always improve with rest and can significantly impact daily life and wellbeing.

Research indicates that workplace fatigue can significantly impair cognitive and physical functioning.

Fatigue can

- ↓ reduce alertness
- ↓ lower concentration
- ↓ slow reaction times
- ↑ increase risk-taking behaviours
- ↑ heighten the risk of accidents

Fatigue can compromise health and safety, making it a critical factor to address.



Common signs of fatigue to look out for



Physical symptoms: Ongoing tiredness, muscle weakness or aches, headaches, dizziness, slowed reflexes, reduced physical endurance, and a feeling of heaviness in the limbs.



Mental symptoms: Difficulty concentrating, impaired decision-making, memory issues, reduced motivation, feeling mentally foggy, decreased problem-solving ability, reduced creativity, and difficulty processing new information.



Emotional symptoms: Increased irritability, mood swings, heightened sensitivity to stress, feelings of overwhelm, anxiety, and decreased tolerance for frustration.



Behavioural symptoms: Withdrawal from social interactions, decreased productivity, increased errors or accidents, poor time management, procrastination, and increased consumption of caffeine or stimulants.



What causes fatigue?



Lifestyle factors: Poor sleep, inactivity, unhealthy diet, excessive caffeine or alcohol, and high stress can all play a role.



Medical conditions: Health issues like anaemia, thyroid disorders, heart disease, diabetes, infections (e.g., COVID-19), chronic pain conditions, sleep and mental health conditions can contribute to persistent fatigue.



Work-related issues: Long hours, shift work, demanding roles, and stressful environments can significantly drain energy levels.

Managing and preventing fatigue

To reduce fatigue, start by identifying its cause.

Ways you can look after yourself and prevent fatigue



Prioritise quality sleep: Aim for 7-9 hours per night.



Eat well: A balanced diet fuels sustained energy.



Stay active: Regular movement helps combat fatigue over time.



Manage stress: Mindfulness, meditation, or talking to someone can help.



Optimise work conditions: Employers can implement fatigue strategies, adjust shifts, and encourage regular breaks.

If fatigue persists, consult a doctor to rule out underlying health issues

Further support

By recognising and addressing fatigue, we can all work towards better energy, focus, and wellbeing. Improve your sleep with the **SleepWell digital journey** on the **habithealth+** app.

Download from the app store today.



Our **WellbeingHub** provides more in-depth information and resources. Sign up at wellbeinghub.co.nz.



Our team are here to help

If you need more support, **book a Sleep and Fatigue appointment with a registered nurse online** at eap services.co.nz, by calling **0800 327 669** or by scanning the QR code



eap services.co.nz