



Olympia

You are the managing editor for a company that provides editing and publication support for scientific journals. Most of the staff you manage work from home. Over the past two months, you have become increasingly concerned for the wellbeing and performance of one of your new staff members.

Olympia has been consistently late in submitting drafts, made errors in correspondence with stakeholders and appears to have difficulty concentrating in meetings. In your one-to-one catch ups, you have noticed that Olympia is sometimes energetic, talkative and full of ideas, while at other times she lacks energy, focus and motivation, and seems to be experiencing a depressed mood.

One day, Olympia does not log in for work and misses some important meetings. She did not inform you that she would be absent. The next day you decide to arrange a meeting with her over Zoom. During your meeting, she appears withdrawn, expresses some hopelessness about her future and discloses that she has been not feeling 'well' recently.

Apply ALGEE to help Olympia



Asilah

You and your colleague Asilah are project officers and the social and wellbeing representatives at your workplace. Asilah is usually chatty, outgoing and eager to plan social events and wellbeing initiatives.

Over the past month you have noticed that Asilah seems less engaged and enthusiastic in offering her opinion and organising events. In weekly team meetings she has seemed tired and irritable, and a few times she has lost her patience with colleagues.

When you casually ask Asilah how she is doing one morning, she shrugs you off, saying she just hasn't been sleeping well. When you phone her a few days later to discuss some timelines for a project, she is indecisive and doesn't show much initiative. She seems despondent, and makes some comments about not caring and losing faith with the 'system'. When you ask her what she means by this, she indicates that she is just fed up with her life.

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