

# Implications of a Mental Health Condition on Jobseeking and Employment

The extent to which a mental health condition may affect employment will vary for each individual.

Possible effects include:

- Loss of confidence and self esteem – underplaying skills and achievements
- Lack of motivation, difficulties in being pro-active and promoting themselves to employers
- Performance anxiety
- Timekeeping – may arrive very early for appointments or late, due to disturbed sleeping patterns
- Poor self presentation at Jobcentre Plus and job interviews due to anxiety, difficulties in concentrating and assimilating information, lack of eye contact, withdrawal, physical manifestations such as dry mouth, shortness of breath
- Inappropriate employment-related standards of appearance and hygiene
- Fatigue and reduced mental and physical stamina
- Difficulties in interaction with work colleagues
- Lack of resilience to setbacks and disappointments

At times when the condition has a more severe impact, the customer:

- may need time off during acute phases
- may not be able to work consistently due to mood changes or increased anxiety
- may experience difficulty in being flexible and adapting to change