Sab Uddin
WORKPLACE WELLBEING

RETURNING TO WORK

Start a supportive conversation.

A fictional law-firm scenario: a senior associate returns after three months off for mental ill health. Her team has covered her caseload, a key client deal closes in two weeks, and her supervising partner is unsure what to say.

A CONSIDERATE OPENER

"It's good to have you back. Would you like to talk about what could make the first week more manageable?"

Three questions to explore

1. What would make the first week feel more manageable?
2. How would you prefer us to keep in touch?
3. What useful support could we discuss together?

Notice · Ask · Listen · Agree.

Notice without assuming. Ask with care and leave space to listen. Agree one practical next step and a time to check in. A colleague can choose what they share; nobody needs to disclose a diagnosis.

Let's talk about your team.

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Example discussion resource for reflection, not clinical advice or accredited training. Use your organisation's existing support arrangements where appropriate.