

Low Self Esteem and Low Confidence Factsheet

An Introduction...

Individuals who have low self esteem or low confidence have an altered view of themselves, they feel unable to deal with stressful or challenging situations. Therefore it is important as an employer to understand how you can support these employees and why it is beneficial to your business.

Having an understanding of employee health and well being is important for sustainable performance and as a good employer best practice reflects that you have a duty of care towards those you manage and employ. You can also consider the cost that sickness absence will have on your business, also the effect that presenteeism (being present but not performing) has on the business and other members of staff.

Whilst everybody has ups and downs those with low self esteem and low confidence don't 'bounce back' as quickly, they tend to over analyse the situation there in and put blame upon themselves. This can effect their work in various ways;

- Afraid to speak up in team meetings for the fear of feeling judged.
- Unable to put themselves forward for new challenges.
- Isolating themselves from team building activities as they may be worried about the unexpected.

How you can assist...

To help retain your talented staff who may be dealing with these issues there are things you can do to support them. It's important to understand that those with low self esteem may have deep rooted issues therefore it is important to tread carefully if an employee is effected by something in a negative way, the response to the situation can either help them bounce back or make the matter worse.

By recognising where their skills lie you can build their confidence within the team and encourage positive relationships throughout the team. Using 1-1 or appraisals gentle encouragement can be used to build their confidence in key areas, setting small targets will help your employee to progress and feel more comfortable. Coaching is also a great tool to use to help support the individuals development, it may also help as this will be an 'outside' influence away from the eyes of the team and allow for open discussions, which will more than likely be needed as these issues will come from the past.

Further support

www.affinityhealthatwork.co.uk

www.nhs.uk

www.mind.org.uk