



POOR SUPPORT

IMPACTS OF POOR SUPPORT

The impacts of poor support on both workers and organisations is numerous. Some impacts to consider include:

ON WORKERS

Fatigue: acute, ongoing tiredness from mental exhaustion, preventing people from functioning normally.

Increased Stress and Burnout: Insufficient support can cause increased stress levels among workers, especially if they face constant challenges without adequate assistance. Over time, this can lead to burnout and negatively affect their mental and physical health.

Reduced Job Satisfaction: Workers who feel unsupported may become dissatisfied with their jobs, leading to decreased motivation and engagement. They may feel unappreciated and undervalued, affecting their commitment to the organisation.

Physical and Mental Exhaustion: The combination of inadequate support, increased stress, and overwhelming work demands can lead to physical and mental exhaustion. This can manifest as fatigue, sleep disturbances, and even potential health issues.

Impaired Work-Life Balance: Poor support may require workers to invest more time and effort in their jobs, impacting their work-life balance negatively. With limited assistance, they may find it challenging to create boundaries between work and personal life, leading to potential burnout.

ON ORGANISATIONS

Decreased Productivity: When workers lack the necessary support, it becomes challenging for them to perform their tasks efficiently. This can lead to decreased productivity and lower overall output.

Higher Turnover: Employees who don't receive adequate support are more likely to seek opportunities elsewhere, resulting in higher turnover rates for the company. This can be costly and disrupt the continuity of the workforce.

Decline in Work Quality: Without proper guidance and assistance, the quality of work may suffer. Mistakes and errors may increase, potentially impacting the reputation and credibility of the organization.

Lack of Innovation: When workers feel unsupported, they may hesitate to share new ideas or take risks, leading to a lack of innovation within the company.

Increased Safety Risks: In industries where safety is critical, inadequate support can lead to accidents and injuries due to workers not having the necessary resources or training to perform their jobs safely.

Negative Workplace Culture: A lack of support can foster a toxic work environment, where employees feel isolated and reluctant to collaborate or help



PSYCHOSOCIAL HAZARDS FACT SHEET 4

Strained Relationships: The stress and frustration resulting from inadequate support can spill over into personal relationships, leading to tension and strain with family and friends.

Feelings of Isolation: A lack of support can lead to feelings of isolation and detachment from the workplace community. Workers may feel disconnected from their colleagues and the organisation, impacting their sense of belonging and camaraderie.

each other. This can further exacerbate the issues and create a cycle of poor support.

Reduced Employee Loyalty: Workers who don't receive proper support may feel less loyal to the organisation, leading to decreased commitment and willingness to go the extra mile for the company.

Impact on Customer Service: In customer-facing roles, poor support can affect the quality of service provided, leading to dissatisfied customers and potential loss of business.