

Employee fact sheet:

Improving sleep and managing fatigue



Poor sleep and ongoing fatigue can affect your mood, concentration, decision-making, safety and overall wellbeing. It can make everyday tasks feel harder, increase stress and reduce your ability to manage work and personal responsibilities.

Everyone experiences disrupted sleep from time to time. However, if poor sleep or fatigue continues, leaves you feeling constantly tired or starts affecting your daily life, it may be worth paying closer attention.

Small changes to your routines, recovery habits and stress management can make a meaningful difference.

What poor sleep and fatigue can feel like

Poor sleep and fatigue can affect both your mind and body, making it harder to function at your usual level and manage everyday pressures.

Fatigue may affect

What this can feel like

Mood

Feeling irritable, anxious, overwhelmed, impatient or emotionally flat.

Energy

Feeling tired, slowed down, heavy or drained, even after rest.

Thinking

Difficulty concentrating, forgetfulness, slower decision-making or finding it hard to stay focused.

Sleep

Poor sleep and fatigue can sometimes create a cycle where tiredness increases stress, and stress then makes it harder to sleep.

Daily habits

Relying more on caffeine, struggling to switch off, scrolling late at night or finding it difficult to maintain healthy routines.

Tips for Improving Sleep and Managing Fatigue

1. Keep a consistent routine

Try to wake up at a similar time each day and maintain regular meal and activity patterns where possible.

2. Create a wind-down routine

Give yourself time to switch off before bed by reducing work, screens and other stimulating activities.

3. Get daylight and movement

Regular physical activity and exposure to natural light can help support healthy sleep patterns and energy levels.

4. Watch caffeine and alcohol

Caffeine later in the day and alcohol close to bedtime can affect sleep quality.

5. Prioritise recovery

Take regular breaks, stay hydrated and make time for activities that help you recharge.

6. Focus on one thing at a time

When fatigue affects concentration, break tasks into smaller steps and focus on what is most important right now.

7. Ask for support early

If poor sleep or fatigue is affecting your wellbeing, work or safety, speak with someone before it becomes harder to manage.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if poor sleep or fatigue is affecting your wellbeing, work or daily life.

Through your EAP with PeopleSense, you can speak confidentially with a qualified psychologist for support, practical strategies and guidance to help you manage stress, improve recovery and develop healthier sleep habits.

If sleep problems persist, or if you experience ongoing fatigue, snoring, breathing interruptions during sleep or unexplained tiredness, speak with your GP to explore possible underlying causes.



Reaching out early makes a real difference.
Contact **PeopleSense** to book a confidential
appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately. Call 000, Lifeline on 13 11 14.

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