



Feeling lonely at work?

You're not alone.

A photograph of two women in a workshop setting. They are both wearing overalls and are looking down at a piece of fabric they are holding together, appearing to be in conversation or collaboration. The background is slightly blurred, showing other workshop equipment.

Workplace loneliness is more common than you think; here are some practical tips and advice for those who need support.

Our [loneliness insights report](#) revealed workplace loneliness is widespread and having a negative impact on businesses and employees. You don't have to be alone to feel lonely; even people surrounded by colleagues can experience isolation and disconnection.

These feelings often extend beyond work and into our personal lives, making their impact more significant if left unaddressed.

To better understand why this happens, and what we can do about it, we spoke with **Bharati Susarla, Clinical Manager at Assure.**

“ The feeling of loneliness comes from not feeling heard, seen or understood; from feeling like you don't belong; from feelings of low self-worth ”

Before we explore some of the ways to deal with loneliness, let's look at how we recognise the signs in ourselves or others.

How we can tell if someone is feeling isolated?

These are just some of the early warning signs someone might be affected by loneliness or disconnection:

- being withdrawn, especially if it is uncharacteristic
- not proactively engaging when in a group
- appearing to be disconnected with the general flow of conversation
- constantly comparing themselves to others unfavourably
- acting disinterested
- being absent more than normal

And here are some of the behaviours associated with feelings of isolation:

- sudden withdrawals
- slow, delayed, or no responses to communication attempts
- decreased social activity
- low engagement or participation in meetings
- appearing to be distracted
- low mood, flat presentation

How do we build stronger connections?

Small actions can help strengthen workplace relationships and create a greater sense of belonging:

- show genuine interest in others
- accept invitations to team activities or lunches
- invite a colleague for a coffee or conversation
- join an interest group or learn something new

For people who find social interaction challenging, Bharati recommends starting with shared interests:

“ **Volunteer in something of interest, that you’re passionate about. This way, you ‘re doing something you love and slowly learning to engage with people you share a common interest with.** ”

Other helpful strategies include:

- identifying what matters most to you in relationships, work and life
- seeking support from a trusted person, therapist or EAP
- keeping a journal to better understand your feelings
- exploring hobbies and activities that align with your interests

What can you do if someone seems disconnected?

Avoid making assumptions. People can appear socially connected while still feeling lonely. Instead:

- reach out and ask how they are
- listen without rushing to give advice
- include them in social or team activities
- share information about support services if appropriate

How can leaders help support connection at work?

Physical spaces

Consider whether your workplace encourages interaction. Social spaces, seating arrangements and shared areas can all influence connection.

Team activities

Meaningful team-building activities help strengthen relationships, foster psychological safety and celebrate achievements.

Regular check-ins

Check in consistently, listen with intent and follow up when something doesn't feel right.

Something on your mind?

If you require counselling, coaching or support, our clinicians are here to help. Call, chat or request an appointment online.



Looking for more resources?



Register for [Wellbeing Gateway](#). Your mental health and wellbeing companion.