

In the trucking industry, the pace is relentless. Tight delivery windows, long hours, and the constant pressure to keep things moving can take a real toll, not just on drivers but on dispatchers, mechanics, and office staff too. Emotional wellbeing often takes a back seat to operational demands, but it is closely tied to safety, retention, and overall performance.

Burnout rarely shows up overnight. More often, it builds gradually and shows itself through small but noticeable changes. A reliable employee may start missing deadlines or making uncharacteristic mistakes. Someone who is usually steady might become irritable, withdrawn, or disengaged. You may see increased absenteeism, more sick days, or a pattern of late arrivals. In a safety-sensitive industry, even subtle dips in focus or energy matter.



For managers, the key is not to diagnose or fix everything, but to notice. Paying attention to changes in behaviour or performance is the first step. A simple check-in can go a long way. Asking “How are things going for you?” or “I’m here if you need support. Is everything okay?” opens the door without putting someone on the spot. Many employees will not raise concerns on their own, especially in environments where toughness and resilience are part of the culture.

Support does not have to be complicated or expensive to be effective. Small, practical actions often make the biggest difference. Flexibility, where possible, is one of the most valued supports. In trucking, that might not mean reducing hours, but it could mean adjusting start times,

offering more predictable schedules, or being open to shift swaps when personal responsibilities come up. Even modest predictability can help employees better manage family life, rest, and recovery.

Encouraging regular breaks is another simple but important step. Skipping breaks might feel productive in the moment, but over time it contributes to fatigue and burnout. Leaders who model and reinforce the importance of rest send a clear message that wellbeing matters.

Communication also plays a role. When employees understand expectations, changes, and pressures facing the business, it reduces uncertainty and stress. Transparency builds trust, and trust makes it easier for people to speak up before they reach a breaking point.

Recognition should not be overlooked either. In a busy operation, it is easy to focus on what is not getting done. Taking a moment to acknowledge consistent effort, safe work, or going the extra mile can boost morale more than expected. It does not need to be formal or costly, just genuine.

Finally, creating a culture where it is acceptable to ask for help is critical. This does not require a full program or policy overhaul. It starts with everyday interactions, how supervisors respond when someone raises a concern, and whether employees feel heard.

The reality is that trucking will always be demanding. But when supervisors notice early signs of strain and respond with small, thoughtful actions, it can prevent burnout from taking hold. In an industry where people are the backbone of operations, supporting their wellbeing is not just good practice, it is good business.

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