

# Have a brighter Blue Monday

The third Monday in January is often dubbed the gloomiest day of the year, but it's also an opportunity for leadership teams to refocus their wellbeing plans to help boost morale and keep their workforce at its best.



## Supporting your people in tough times Four mantras for team leaders



### Tailor your support

Each employee is facing a unique set of challenges, so be considerate of each individual's circumstances and tailor your conversations to ensure their situation is recognised. This might include thinking about their work environment, childcare commitments or mental health.



### Act as a guide

It's important for managers to stay up to date with health guidelines and company policies. Be sure to communicate any updates quickly and clearly to help reassure your team and be available to answer any questions.



### Rekindle your sense of purpose

In tough times it can be easy to lose sight of the end goal. Leaders should focus on motivating employees without adding unnecessary pressure. Boost morale by revisiting your common objectives and reminding your team of the valuable role they play as individuals.



### Make wellbeing a priority

Proper wellbeing support allows a team to perform at its best. Build discussions of mental and physical health into your regular working week and encourage employees to prioritise their wellbeing both in and outside the workplace.



## Wellness at work

### Tips for people managers

With our busy schedules it can be hard to plan wellbeing activities into the working week. Try these quick ideas to promote self-care and encourage your employees to put their health and wellbeing first.

- Catch up with your team regularly and keep an eye out for body language clues or changes in behaviour which may suggest an employee is struggling.
- Blue Monday is a chance to encourage employees to schedule wellbeing hours into their day, including exercise breaks and time to decompress, but also remind them to continue this habit throughout the year.
- Practise what you preach — make sure you're taking regular breaks and scheduling your own self-care so your team feels empowered to do the same.
- Don't be afraid to ask about mental health. Only 41% of employees feel comfortable bringing up their mental health at work, so managers must play an active role in starting the conversation.



## Resources and downloads

### [Health and wellbeing toolkit](#)

All the information you need to start creating your company's wellbeing strategy.

### [Winter wellbeing downloads](#)

Support employees' mental and physical health during the challenging winter months.

### [Wellbeing webinars](#)

Live coaching sessions and advice on a variety of health and wellbeing topics.

### [Mental Health First Aid](#)

Certified Mental Health First Aid courses that can be completed online.

### [Westfield Health blog](#)

Wellbeing news, research and practical advice for HR professionals.