

HR Monthly Newsletter

December 2025

Supporting Employee Well-Being During the Holiday Season

The holiday season can be a joyful time, but it's also one of the busiest, and often most stressful times of the year. Between end-of-year deadlines, social obligations, and personal commitments, employees can quickly feel overwhelmed. As leaders, you can play a key role in helping employees manage stress, maintain boundaries and access the resources they need to stay healthy and engaged:

- Encourage employees to set realistic expectations for work and personal commitments during the holiday season. Remind your team that it's okay to say no or delegate tasks to maintain balance and avoid burnout.
- Promote flexibility scheduling where possible to help employees balance priorities. This flexibility can help employees manage family obligations, travel, or personal errands without compromising work quality.
- Share mental health resources, such as EFAP, mindfulness apps, or counselling services. Regularly highlighting these resources helps normalize seeking support and reinforces your commitment to well-being.
- Suggest small daily wellness habits such as, short walks, stretching, or scheduled breaks to reduce stress. Even brief moments of self-care can significantly improve focus, mood, and resilience throughout a busy season.
- Remind teams to celebrate wins and acknowledge contributions before year-end, creating positive momentum. Recognizing efforts boosts morale and strengthens team cohesion heading into the new year.
- Encourage open communication about workload and stress, so employees feel supported and heard. Creating a safe space for these conversations can prevent overwhelm and foster trust between team members and leadership.

HR Tip of the month

Stay safe during winter weather and holiday travel:

Remind employees to plan for winter weather when commuting, including leaving extra time and dressing appropriately for cold or slippery conditions.

Encourage reporting any unsafe conditions in the workplace, such as icy walkways or poor lighting, so hazards can be addressed promptly.

Highlight ergonomic tips for working from home during the holidays, like maintaining proper posture while using laptops at kitchen tables.

Share mental wellness tips alongside physical safety reminders, stress and fatigue can increase the risk of accidents.

Provide guidance on emergency preparedness, keeping a first-aid kit, flashlights, or blankets accessible in case of extreme weather.

Curiosity Mindset

Embracing a curiosity mindset means diving beneath the obvious and exploring the 'why' behind what we see. Going deeper helps us gain richer understanding, discover hidden opportunities, and approach challenges with fresh insight:

Try asking follow-up questions that dig beneath the initial answer, such as "What makes you say that?" or "How did you arrive at that perspective?"

Explore assumptions by gently challenging statements with curiosity, not judgement, such as "What if the opposite were true - how would that change things?"

Encourage reflective thinking by prompting, "What's another way to look at this?" or "What might we be missing?"

Foster a culture of inquiry by modeling deeper curiosity and showing that exploring multiple layers of a problem is valued.

Need HR help? Please reach out! info@spraggsadvisorygroup.com