

Dec
2025

mental health awareness



Wellbeing During the Holidays & The Power of Pause

As the year closes, December invites reflection, not on perfection, but on presence. It's a time to ask, How have we shown up for ourselves, our colleagues, and our communities?

For some, the holidays bring celebration and connection. For others, they can surface loneliness, pressure, or loss. True wellbeing isn't about constant cheer, it's about recognising what we need and allowing space for it. When organisations lead with empathy and understanding, everyone feels seen, supported, and included, however they experience the season.

Nat Clewley - Clinical Director – Wellbeing Solutions



Supporting Wellbeing Through Every Season

As winter settles in, the pace of work and life can shift. Energy can dip, focus waver, and expectations, both personal and professional, often rise. Recognising these seasonal patterns helps organisations plan with empathy. It's not about slowing productivity, but about creating clarity: setting fair priorities, maintaining communication, and supporting realistic workloads that sustain engagement and wellbeing.

Seasonal Affective Disorder (SAD) can also influence mood and motivation during the darker months. Raising awareness and signposting to wellbeing resources, including your EAP, can make a quiet but lasting difference. From managing stress to improving sleep, early confidential guidance helps employees stay balanced and resilient through the season and beyond.

What's Going on This Month?



1–31 Dec | Seasonal Affective Disorder Awareness Month

A reminder to notice how reduced sunlight affects mood and focus. Encourage daylight exposure, natural light in workspaces, and shared resources for mental health support.



1–5 Dec | Grief Awareness Week

A time to acknowledge that the holidays can be difficult for those coping with loss. Compassionate check-ins and shared understanding go a long way.



3 Dec | International Day of Persons with Disabilities

Celebrate inclusion, accessibility, and the value of diverse contributions across every workplace.



5 Dec | International Volunteer Day

A chance to celebrate those who give their time to others. Highlight your organisation's community impact and ways employees can get involved.



10 Dec | Human Rights Day

A reminder that equality, respect, and belonging are essential foundations of wellbeing and culture.

Building an Inclusive Festive Season

- ✓ **Ask, don't assume**
- recognise different ways to rest or celebrate.
- ✓ **Keep events inclusive and accessible.**
- ✓ **Offer flexibility** for family, volunteering, or quiet time.
- ✓ **Show gratitude** - celebrate effort as much as outcomes.
- ✓ **Share EAP details openly;** compassion starts with awareness.



Inclusion, Connection & Care

As teams wrap up the year, genuine care matters most, encouraging open communication, showing understanding, and recognising effort helps people feel valued, even during busy periods.

Your **Employee Assistance Programme (EAP)** is here for every version of December:

- **Emotional support** for stress, loss, or loneliness.
- **Financial and legal guidance** for managing holiday pressures.
- **Manager tools** for leading wellbeing conversations.

Encourage teams to view the EAP as everyday support, not just a last resort. A simple reminder, or sharing your own experience, can help normalise asking for help and strengthen trust across your organisation.

Fostering Connection & Community

- ✓ **Volunteer**
or give back together to build purpose.
- ✓ **Pair colleagues**
for simple wellbeing check-ins.
- ✓ **Notice those withdrawing**
and reach out with care.
- ✓ **Model balance:**
take breaks and switch off.
- ✓ **End the year with appreciation** and kindness that carries forward.

Counselling & Advice Helpline

Your counselling & advice helpline covers a variety of personal and workplace issues such as:

- ✓ Anxiety or depression
- ✓ Everyday financial or legal struggles
- ✓ Workplace stress

This service is paid for by your employer and is provided by an independent company, Wellbeing Solutions. There is no cost to you and all calls are confidential.



24/7 freephone:
0800 328 1437
employeeassistance.org.uk



Mental health



Work



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Older people



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Managers