

Help your team have a **brighter** Blue Monday



The third Monday in January is often dubbed the gloomiest day of the year. With the UK back in lockdown and our workplaces facing continued disruption, this year's Blue Monday looks set to be particularly difficult. Almost a third of employees are reporting low morale, so now is the time for leadership teams to refocus their wellbeing plans to help keep their workforce at its best.

Supporting your employees through tough times Five mantras for team leaders



Tailor your support

Whether they're a keyworker, returning from furlough, living alone or getting to grips with home schooling, each employee is facing a unique set of challenges. Be considerate of each individual's circumstances and tailor your conversations to ensure their situation is recognised.



Act as a guide

It's important for managers to stay up to date with national guidelines and internal procedural changes. Be sure to communicate any updates quickly and clearly to help reassure your team, and be available to answer any questions.



Acknowledge your constraints

While leaders must adapt to changing situations, they should also manage expectations carefully. Take the time to understand the challenges faced across your organisation, then build flexibility into your approach.



Rekindle your sense of purpose

In tough times it can be easy to lose sight of the end goal. Managers should focus on motivating employees without adding extra 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.

Fostering a culture of 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 check-in.

-  Catch up with your team regularly and keep an eye out for body language clues or changes in behaviour that may suggest an employee is struggling.
-  If you're working from home, try organising virtual tea breaks to help your team reconnect on a more personal level.
-  Encourage employees to schedule wellbeing hours into their day, including exercise breaks and time to decompress.
-  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.

These simple steps can help boost morale and mental health, but if someone in your team is having a hard time, it's important to take action to get them back to their healthy best. For more tips, try our blogs on [remote wellbeing support](#) and [building a flexible mental health strategy](#).



Resources

[COVID-19 resource centre](#)

Further help for HR teams, specific to the pandemic

[COVID-19 keyworker support pack](#)

A guide on how to protect and boost your wellbeing during coronavirus

[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

[Mind mental health at work advice](#)

Tips for employers and employees to create a mentally healthy workplace

[Time to Change – talking about mental health](#)

Practical advice for starting the conversation and what you might want to say