



# Fast Facts

Raising Awareness

BULLETIN 91 | WEDNESDAY, JANUARY 15, 2025

## Mental Health Matters

As we approach [Bell Let's Talk Day](#) on January 22, 2025, it is important to take the opportunity to reflect on mental health and well-being and its impact on employees. With the shorter days and gloomy weather setting in, an individual's mental health may take a toll. As an employer, you can support your employees in managing their mental health. Here are some effective ways to help your team:

- **Create a welcoming and healthy space:** Natural light is an easy but powerful way to improve mood and has a positive effect on overall mental health. Arrange short walks and place desks near windows to help employees gain natural light exposure. Additionally, consider purchasing bright light therapy lamps, as they mimic outdoor light and help improve mood and energy levels.
- **Foster human connection:** Plan social events like lunches and after-work gatherings to bring employees together.
- **Organize wellness activities:** Plan activities that promote mental well-being, such as yoga classes, meditation, or lunch and learns. These can help employees manage stress and improve their overall mental health.
- **Engage in open communication:** Encourage employees to speak to their manager or supervisor if they are feeling stressed or

overwhelmed, and work with the employee to develop a plan to help them cope. Creating a supportive environment where employees feel comfortable discussing their mental health is essential as it reduces the feelings of isolation and fear that an individual may be experiencing.

The following resources can be very helpful for those who are experiencing mental health challenges and who need support.

- [Suicide Crisis Helpline](#): Call or text 9-8-8
- [BounceBack](#): Free program to equip individuals with skills needed to improve their mental health
- [Mental Health Works](#): Free resources for employers and employees to use on mental health in the workplace
- [CCOHS: Healthy Minds at Work](#): Resources to foster a mentally healthy workplace, including free assessment tools
- [Psychology Today](#): Find a therapist near you
- Provincial and territorial resources can be found [here](#)

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## Upcoming Training

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### Essentials of Supervision

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HR Performance & Results is pleased to present the Essentials of Supervision workshop series. This six-week workshop is offered in a hybrid model allowing participants to choose to attend in-person at our 151 Ferris Lane office, or virtually via Zoom.

The purpose of our Essentials of Supervision workshop is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces.

All our workshops are based on adult learning principles: incorporating discussion, individual and group exercises, and lecture style. Each participant will receive a participant manual including tools and resources that can be used as a reference guide when the participant returns to their workplace.

For further information or to register, please contact Nicole Vanderpost, CHRP, at [nicole@hrpar.ca](mailto:nicole@hrpar.ca).

**DATE & TIME:**

May 7, 2025 - June 18, 2025

8:30 a.m. - 12:30 p.m.

**LOCATION:**

Virtual (Zoom)

**PRICE:**

\$2,500.00 (+HST)

## Blog

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JANUARY 15, 2025

EMPLOYEE ISSUES

### Seasonal Depression in the Workplace: Symptoms and Support

Do you feel down during the winter months? The days are shorter, the holidays have ended, and the weather can be unpredictable and gloomy. It's relatively common to be affected, but for some, it can be far more debilitating. With the emerging focus and recognition of a global mental health crisis, it's critical to identify the factors that may be taking a toll on our workplaces...

— [Read More](#)

## Visit Our Website >

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### LOCATION

151 Ferris Lane, Suite 401, Barrie, ON, L4M 6C1

**Barrie** (705) 719-7962

**Toronto** (416) 987-4163

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### OFFICE HOURS

**Monday - Friday** 8:30 AM - 5:00 PM

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