

## Healthy Holidays

The holiday season can cause some people to experience higher levels of depression, anxiety and stress than any other time of the year. These feelings can affect your employees' well-being. There are some things you can do to help them manage holiday stress. The Society for Human Resource Management gave professionals a list of activities and asked if they do any to help alleviate holiday-related stress among employees. They found:

- 51% schedule holiday events during normal business hours
- 39% remind employees about the employee assistance program
- 33% show appreciation for employees who work during a holiday
- 32% encourage casual dress for holiday parties
- 30% provide holiday food
- 23% give their quarterly or annual bonuses early for holiday shopping
- 20% provide floating days for holidays worked

At work, employees face end-of-year work deadlines and additional social functions; at home, they're planning parties, buying gifts and hosting friends and family from out of town. These increased expectations can harm their well-being. Here are some ways you can help your employees lower their stress during the holidays:

- Manage workload
- Maintain effective communication
- Help manage financial stress
- Look for signs of depression
- Discourage unhealthy holiday eating
- Encourage work-life balance



Another way you can help employees improve their well-being over the holidays is to offer a fun well-being challenge they can do to compete with coworkers and achieve healthy goals. Here are some ideas:

- Walking challenge
- Team wellness challenge
- Participation challenge
- Plank challenge
- Maintain, don't gain! challenge

Sources: [shrm.org](https://www.shrm.org)\*, [health.gov](https://www.health.gov)\*

\*Blue Cross Blue Shield of Michigan and Blue Care Network don't own or control these websites.