

## Depression During the Holiday Season

The holiday season can be a joyful time, but it can also bring increased stress, financial pressure, family challenges, and end-of-year workload demands. As an employer, creating a supportive environment during this time is essential to employee well-being, engagement, and productivity.

### Why The Holidays Can Be Difficult:

- ♦ **Increased stress:** Financial pressure, family obligations, and busy schedules can feel overwhelming.
- ♦ **Loneliness:** Not everyone has close family or friends nearby, which can make the season isolating.
- ♦ **Seasoned changes:** Shorter days and less sunlight can contribute to seasonal affective disorder (SAD).
- ♦ **Unrealistic expectations:** social media and cultural messages often portray “perfect holidays,” which can create pressure and disappointment.

### Coping Strategies:

- ♦ **Set realistic expectations:** Focus on what matters most to you.
- ♦ **Maintain routines:** Regular sleep, exercise, and healthy eating can help stabilize mood.
- ♦ **Take Breaks:** Allow yourself downtime to recharge.
- ♦ **Seek Support:** Talking to a counselor or using employee assistance program (EAP ) can make a difference.

### How We Support You:

Flexible scheduling options are available to assist with balancing work and personal commitments.

HR is here to listen – employees should not hesitate to reach out if they need guidance.

The holidays don’t have to be perfect to be meaningful. By fostering a compassionate and flexible workplace, employers can help employees end the year feeling valued, supported, and ready for a successful year ahead.

December 10th— Human Rights Day

December 15th— Ugly Sweater Day

December 25th —Christmas Day

December 31—New Year’s Eve

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

*We are here to help.*

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