

10 WAYS TO HELP YOUR EMPLOYEES EMBRACE THE JANUARY BLUES

The post-Christmas period can leave employees feeling down, unmotivated and unproductive. Our recent survey conducted in Jan 2017 found two-thirds of employees are currently fed up at work and 46% are likely to look for a new job within the next three months.

Spirits need lifting and your people need a boost, so here are our top 10 tips to help your employees embrace the January blues...

1. Share business goals

Set business objectives for the year ahead and share them with your employees. Engaging employees in the planning process makes them feel more valued and boosts morale, getting them excited for the year ahead.

2. Celebrate success

Reflect on the success your organisation has experienced in 2016. Recognising success is a great way to keep your employees motivated through the dark days of winter.

3. Pursue something new

Encourage your employees to identify and pursue short-term goals. This could be taking ownership of a project, task or a role that gives a more immediate sense of satisfaction over this blue period.

4. Get holiday planning

Ensure your holiday calendar is up and running and your employees are clear of their holiday entitlements for the year ahead. Remind employees of your holiday request procedure (and any restrictions regarding taking holidays at peak periods). Booking holidays always lifts the mood, and 59% of our survey respondents were combatting the January blues by booking a holiday.

5. Straighten out finances

Make sure your employees know when the January pay date will be in advance. One of the reasons people feel blue after Christmas is worrying over their finances. Our survey showed 12% of respondents would be happier if payday was earlier in January.



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6. Refresh the workplace

Take this opportunity to refresh your workplace, de-clutter, tidy up and start afresh in 2017. A positive working environment can increase activity and positivity in the workplace. Simple changes can really make a difference.

7. Improve the body

Regular exercise is proven to reduce stress, improve self-esteem and relieve depressive tendencies. Consider ways in which your employees could build exercise into their working day, perhaps by staggering working hours, arranging group walking sessions at lunchtime, or promoting a cycle to work scheme.

8. Feed the mind

The brain is energy-hungry and a balanced diet is important to keep it working properly. Give your employees the tools to educate themselves on balancing their diet by arranging a visit from an on-site nutritionist and/or circulating leaflets/web links. If you are able to, ensure healthy options are available in vending machines or canteens – and remember to replace the pre-Christmas chocolate tins with bowls of fresh fruit.

9. Bring a little laughter

Laughter is a proven mood booster, so why not raise team spirits by arranging a morning or lunchtime quiz to get those chuckle-muscles moving?

10. Introduce mood music

Music can really help to improve the mood, so if it's appropriate introduce or trial some music in your workplace to help the days go with a swing until spring.

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FURTHER ADVICE AND SUPPORT

If you are concerned about an employees state of mind or you would like policy documents specific to your workplace issue call **0845 619 1743**.