



Festive Wellbeing Toolkit for HR: Helping Employees Thrive This Christmas

The festive season can be both joyful and stressful, bringing financial and emotional pressures for many. As an HR leader, you can help employees feel supported, not overwhelmed.

This quick guide offers practical, low-cost ways to boost wellbeing and financial confidence this winter.

Practical Actions You Can Take

- Encourage managers to check in regularly - ask “how are you really?”
 - Remind staff of your **EAP or counselling service**, or use partners like **Mynurva** for fast, confidential support
 - Run “Winter Wellbeing” sessions - 15 minutes of mindfulness, movement, or quiet reflection.
 - Communicate boundaries around workload and expectations during December.
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- Share budgeting tools and free debt advice (see resources).
 - Signpost to **The Financial Wellbeing Academy** for workshops or webinars.
 - Highlight benefits that ease seasonal spending - e.g. retail discounts, childcare vouchers, salary sacrifice options, or tech loan schemes.
 - Review your reward calendar: small gestures (like free lunch days or extra wellbeing leave) go a long way.
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- Celebrate the season inclusively: consider all faiths, family setups, and traditions.
 - Organise team activities that focus on appreciation, not expense (gratitude wall, Secret Supporter).
 - Encourage cross-team shoutouts or shared “thank you” stories to end the year on a positive note.
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- Promote short walks, movement breaks, or daylight lamp loans.
 - Share sleep and nutrition resources (NHS Every Mind Matters).
 - Offer wellbeing challenges - e.g. “Steps through December” or “Switch-off at 6.”

Support
Mental
Health

01

Ease
Financial
Pressures

02

Foster
Connection
and Inclusion

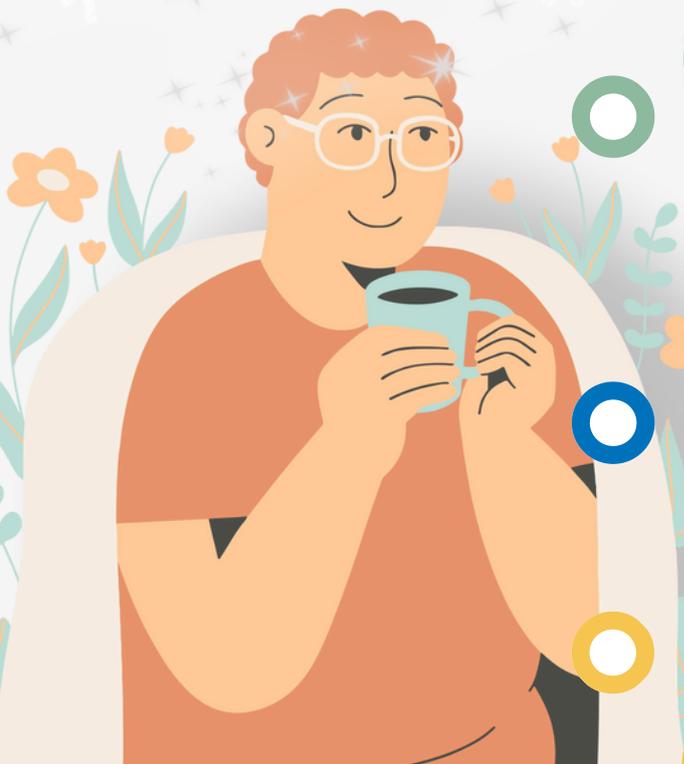
03

Encourage
Healthy
Habits

04

Signposting & Resources

Trusted Wellbeing Resources for Employees



Mental Health & Emotional Support

Mynurva – Online mental health support and therapy

Mind – Mental health resources and helplines

SHOUT Mental Health Support – Text “SHOUT” to 85258

Financial Wellbeing

The Financial Wellbeing Academy – Coaching and education

MoneyHelper – Free financial and pension guidance

StepChange – Debt advice and support

Everyday Wellbeing

NHS Every Mind Matters – Sleep, stress, and mood tips

My Staff Shop Benefits Hub – Access discounts, wellbeing perks, and savings tools

Quick Wins for HR Teams



- Share your “Festive Support Checklist” internally
- Add wellbeing reminders to your HR calendar
- Include links to mental health & money help in newsletters
- Train line managers on spotting red flags
- Keep communication open – and kind



Employee Benefits that make a real difference In partnership with **Mynurva** and **The Financial Wellbeing Academy**

Download more HR resources at

mystaffshop.com/insights-hub

