

# January

Theme:  
**Positivity**

| Mo                                 | Tu                             | We                                                              | Th                        | Fr | Sa | Su |
|------------------------------------|--------------------------------|-----------------------------------------------------------------|---------------------------|----|----|----|
| 1                                  | 2<br>World<br>Introvert<br>Day | 3                                                               | 4<br>World<br>Braille Day | 5  | 6  | 7  |
| 8                                  | 9                              | 10                                                              | 11                        | 12 | 13 | 14 |
| 15<br>Blue<br>Monday               | 16                             | 17                                                              | 18                        | 19 | 20 | 21 |
| 22<br>Martin<br>Luther<br>King Day | 23                             | 24<br>Global<br>Belly<br>Laugh Day<br>Bell<br>Let's Talk<br>Day | 25                        | 26 | 27 | 28 |
| 29                                 | 30                             | 31                                                              |                           |    |    |    |

## Workplace Tips to Support Positivity

- Standardize workplace meeting agendas so that every meeting starts with a win
- Inject more recognition by starting thank you Thursdays where everyone is encouraged to thank you to at least one person every Thursday
- If you don't already, provide guidance to leaders to make sure they aim for a ratio of 5:1 of positive comments to negative in performance development or coaching conversations

## Resources

- Article on wellness coaching as a positive solution for fighting stress and burnout for workers: [READ NOW](#)
- Three positively deviant practices to lead a winning team webinar recording: [WATCH NOW](#)
- Article on transforming your team from burnt out to tuned in: [READ NOW](#)
- Guide to recognition and reward: [READ NOW](#)
- Quick wins to build a healthy work culture article: [READ NOW](#)
- Fostering self-compassion in the workplace article: [READ NOW](#)



# February

Theme:  
**Inclusion**



| Mo                                                                  | Tu                                                                    | We                    | Th                                          | Fr                                       | Sa                                | Su                    |
|---------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------|---------------------------------------------|------------------------------------------|-----------------------------------|-----------------------|
|                                                                     |                                                                       |                       | 1<br>Black History Month<br>World Hijab Day | 2<br>Ground Hog Day                      | 3                                 | 4<br>World Cancer Day |
| 5<br>Congenital Heart Disease Awareness Week                        | 6<br>International Day of Zero Tolerance to Female Genital Mutilation | 7                     | 8                                           | 9                                        | 10                                | 11                    |
| 12<br>Wear Red Canada Sexual and Reproductive Health Awareness Week | 13<br>Madri Gras                                                      | 14<br>Valentine's Day | 15                                          | 16<br>International Childhood Cancer Day | 17<br>Random Acts of Kindness Day | 18                    |
| 19<br>World Day of Social Justice; Family Day (Canada)              | 20                                                                    | 21                    | 22                                          | 23                                       | 24                                | 25                    |
| 26                                                                  | 27<br>Public Sleeping Day                                             | 28<br>Pink Shirt Day  | 29                                          |                                          |                                   |                       |

## Workplace Tips to Support Inclusion

Advisor Tip from Megan Hunter

- “At its core is to create spaces where we can show up as our whole selves and be who we are without judgement and expect equitable treatment.
- We can do this by upgrading our Golden Rule to the Platinum Rule: “Treat others the way THEY want to be treated.”
- When we get curious about the experience of others we make fewer assumptions and also avoid placing our own preferences, norms, expectations, and values on them. Instead, we open up space for conversations that celebrate our strengths and how they can work together for the greater good.
- We all belong, and our differences make us better together.”

– Megan Hunter

- Use an EDIB lens (or whatever language your team or culture is most comfortable with) in EVERYTHING you do. An appendage or branch won't create the real culture shift you are looking for.
- Inclusion starts with psychological safety – offer all people leaders training on how to support well-being and psychological safety to prevent harm and create an environment where people can be human.
- Take a systems approach when supporting psychological safety and inclusion. Look at your policies, benefits, training, hiring practices, employee assessments, performance development (for accountability) and most importantly – the daily practices that support health and performance.
- Put preferred pronouns in the email signatures to welcome non-binary and genderqueer workers.
- Create a collaborative environment by soliciting opinions from employees during meetings, scheduling cross-departmental meetings and using team messaging tools.
- Provide an inclusive employee onboarding process
- Provide a safe and open space for employees to tackle company-wide EDIB challenges and respect multicultural traditions

## Resources

- Article on Using Inclusive Language in the Workplace: An Introduction: [READ NOW](#)
- Creating a Culture of Psychological Health and Safety webinar recording: [WATCH NOW](#)
- Diversity and Inclusion Leading Practices Tip Sheet: [READ NOW](#)
- A Guide for Improving Equity, Diversity and Inclusion: [READ NOW](#)
- Discrimination prevention and inclusivity: [READ NOW](#)
- The Role of Psychological Safety in EDI webinar recording: [READ NOW](#)
- Microaggressions and the Respectful Workplace webinar recording: [WATCH NOW](#)
- Exploring Diversity Inclusion, and Interpersonal Resilience as a Workplace Wellness Strategy webinar recording: [WATCH NOW](#)
- Team Activity for Microaggressions: [READ NOW](#)
- Team Activity for Intersectionality: [READ NOW](#)
- Proactively removing barriers to inclusion: [READ NOW](#)

# March

Theme:  
**Nutrition**



| Mo | Tu                                   | We | Th                             | Fr                                                | Sa                            | Su |
|----|--------------------------------------|----|--------------------------------|---------------------------------------------------|-------------------------------|----|
|    |                                      |    |                                | 1<br>Nutrition Month<br>Employee Appreciation Day | 2                             | 3  |
| 4  | 5                                    | 6  | 7<br>International Women's Day | 8                                                 | 9                             | 10 |
| 11 | 12                                   | 13 | 14<br>Pi Day                   | 15<br>Ides of March Day                           | 16<br>Freedom Information Day | 17 |
| 18 | 19<br>International Day of Happiness | 20 | 21                             | 22                                                | 23                            | 24 |
| 25 | 26                                   | 27 | 28                             | 29                                                | 30                            | 31 |

## Workplace Tips to Support Nutrition

- Create a healthy eating meeting policy that ensures any catered meetings or events have healthy options available
- Start a Fruity Friday program where employees alternate bringing in a plate of fresh fruit or veggies to share (pre-packaged to help support hygiene)
- Make sure vending machines and any on-site food options include healthy options
- Make sure there is a space for employees to store and/or prepare lunches and snacks (e.g., a clean and accessible fridge)
- Send reminders to encourage employees to take time to have lunch and snacks (no eating at your desk!)
- Promote free nutrition resources that educate and help your employees foster healthy eating habits in the workplace.
- Set up a 4-week fruit and veggie challenge by eating at least one vegetable and one fruit per day
- Set up a "Water Challenge" in which you track daily water intake to ensure that your employees are drinking water on a daily basis
- Start a healthy lunch and learn about eating initiatives and nutritious food recipes with a nutritionist or dietician
- Invite a dietician and an allergist to the workplace from the nearest clinic and have them discuss some food allergies and health information that may be useful to all the personnel in the company
- Send out a monthly newsletter with healthy recipes
- Create a bulletin board in a high-traffic area where you can post nutrition information

## Resources

- Free nutrition resource articles: [READ NOW](#)
- Check out this recorded webinar on How to Overcome Stress Eating webinar recording: [WATCH NOW](#)
- Check out the recorded webinar on Meal prep and planning for busy people: Simple steps to healthier eating habits and less stress webinar recording: [WATCH NOW](#)
- Meal prep and planning for busy people: Simple steps to healthier eating habits and less stress webinar recording: [WATCH NOW](#)



# April

Theme: **Sustainability**

| Mo                       | Tu                                       | We                                | Th | Fr | Sa | Su                       |
|--------------------------|------------------------------------------|-----------------------------------|----|----|----|--------------------------|
| 1                        | 2<br>World<br>Autism<br>Awareness<br>Day | 3                                 | 4  | 5  | 6  | 7<br>World<br>Health Day |
| 8                        | 9                                        | 10<br>National<br>Siblings<br>Day | 11 | 12 | 13 | 14<br>Volunteer<br>week  |
| 15                       | 16                                       | 17                                | 18 | 19 | 20 | 21                       |
| 22<br>World<br>Earth Day | 23                                       | 24                                | 25 | 26 | 27 | 28                       |
| 29                       | 30                                       |                                   |    |    |    |                          |

## Workplace Tips to Support Sustainability

- Align your organizational well-being strategy with your ESG strategy
- Include measures for employee well-being in your ESG reporting
- Create a green team or task force to work on sustainability initiatives.
- Promote more environmentally friendly modes of transportation by cycling and walking.
- Arrange group activities or provide incentives to workers who participate in community cleanups.
- Align your Go Green Challenge in the workplace having the personnel with the most eco-friendly things on their desks wins.
- Set up a discussion about homemade cleaning products that can be used instead of store-bought ones.
- Promoting the 3 Rs (reduce, reuse, and recycle) helps in envisioning sustainability.
- Making a staff sustainability superstar profile for the employees' newsletter
- Reuse and refurbishment station for office furnishings and equipment

## Resources

- Building and Sustaining Workplace Mental Health and Performance Beyond the Great Reset webinar recording: [WATCH NOW](#)
- 17 easy monthly green challenges for the office: [READ NOW](#)
- Integrating Environmental, Social, and Governance (ESG) Into Organizational Well-being: [READ NOW](#)



# May

Theme: **Mental Well-being**



| Mo                                                                  | Tu                                                         | We                                   | Th | Fr                                    | Sa                | Su                 |
|---------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------|----|---------------------------------------|-------------------|--------------------|
|                                                                     |                                                            | 1                                    | 2  | 3                                     | 4                 | 5                  |
|                                                                     |                                                            |                                      |    |                                       | Anti-bullying Day | World Laughter Day |
| 6                                                                   | 7                                                          | 8                                    | 9  | 10                                    | 11                | 12                 |
| Mental Health Week North American Occupational Safety & Health Week | National Child and Youth Mental Health Day                 | World Red Cross and Red Crescent Day |    |                                       |                   | Mother's Day       |
| 13                                                                  | 14                                                         | 15                                   | 16 | 17                                    | 18                | 19                 |
|                                                                     |                                                            |                                      |    |                                       |                   |                    |
| 20                                                                  | 21                                                         | 22                                   | 23 | 24                                    | 25                | 26                 |
|                                                                     | World Meditation Day, International Cultural Diversity Day |                                      |    | World Schizophrenia and Psychosis Day |                   |                    |
| 27                                                                  | 28                                                         | 29                                   | 30 | 31                                    |                   |                    |

## Workplace Tips to Support Mental Well-being and Psychological Health and Safety

This month's expert tip is from Mary Ann Baynton

- "Begin to ask the question, 'How might this affect psychological health and safety at work?'. Relate this to policies, procedures, changes, purchases, employee performance, event planning, team interactions, and more. This alone can help your organization move towards a psychologically healthier and safer environment with very little cost or effort."

- Mary Ann Baynton

### More tips

- Take five minutes at the beginning of each meeting to allow for storytelling. Share your mental health story with authenticity to open up dialogues, reduce stigma and remind everyone it's okay to be not okay.

- Offer regular workplace training on mental health.
- Provide a variety of art mediums and canvases to help reduce stress.
- Put up Mental Health First Aid Kits in highly visible locations or send them home with employees.
- Try using an emotion wheel for meeting check-ins.
- Set up a humour bulletin board for everyone to share the funniest work moment & post it. The funniest wins a prize.
- Make mental health screening tests available.
- Start a campaign to promote your EAP. If you don't offer one, check out some options.
- Implement parts of the Psychological Health and Safety Standard that work for you.
- Get a workplace assessment done to discover strengths and opportunities.

## Resources

- How to plan and create an effective mental health strategy for 2023 webinar recording: [WATCH NOW](#)
- Building and Sustaining Workplace Mental Health and Performance Beyond the Great Reset webinar recording: [WATCH NOW](#)
- What Can We Do NOW: Supporting Employee Mental Health Today webinar recording: [WATCH NOW](#)
- Leading with Mental Health in Mind webinar recording: [WATCH NOW](#)
- Getting Started on Your Workplace Mental Health Strategy in a Post-Pandemic World webinar recording: [WATCH NOW](#)
- Mental Health For Leaders webinar recording: [WATCH NOW](#)
- Small but Impactful Things you can do to Improve Mental Health at Work webinar recording: [WATCH NOW](#)
- Return to Work Plan: Focus on Employees' Mental Health webinar recording: [WATCH NOW](#)
- Resilience tip sheet: [DOWNLOAD](#)
- Guide to Mindfulness at Work: [DOWNLOAD](#)
- Mental Health Resource Phone Numbers: [DOWNLOAD](#)
- Building and Sustaining Workplace Mental Health and Performance Beyond the Great Reset webinar recording: [WATCH NOW](#)
- Transform Your Team From Burnt Out to Tuned In: [READ NOW](#)
- Guide to Providing Psychological First Aid: [DOWNLOAD](#)
- Breathing exercises: [DOWNLOAD](#)
- Relaxation Techniques: [DOWNLOAD](#)

# June

Theme: **Getting Active**



| Mo                                         | Tu | We                         | Th                       | Fr                                    | Sa                                   | Su                 |
|--------------------------------------------|----|----------------------------|--------------------------|---------------------------------------|--------------------------------------|--------------------|
|                                            |    |                            |                          |                                       | 1<br>National Health and Fitness Day | 2                  |
| 3                                          | 4  | 5<br>World Environment Day | 6                        | 7                                     | 8<br>Global Wellbeing Day            | 9                  |
| 10<br>Men's health week Action Anxiety Day | 11 | 12                         | 13                       | 14                                    | 15                                   | 16<br>Father's Day |
| 17<br>World Wellbeing Week                 | 18 | 19                         | 20                       | 21<br>National Indigenous Peoples Day | 22                                   | 23                 |
| 24                                         | 25 | 26                         | 27<br>PTSD Awareness Day | 28                                    | 29                                   | 30                 |

## Workplace Tips to Support Physical Activity

Advisor Tip from Christina Loitz

- Foster an organizational culture that encourages movement.
- Try a walking or rolling meeting in person or over the phone.
- Encourage employees to stand during meetings.
- Share how leaders are modelling physical activity and reductions of sedentary behaviour in the workplace.
- Identify a wellness champion to support and encourage moving more and sitting less.
- Learn why people are not moving more.
- Ask employees what they need to move more at work.
- Partner with local physical activity organizations, facilities, and businesses (i.e., discounts, workshops).
- Make the stairs in offices a place people want to be (i.e., display art, decorate seasonally, encourage safety).
- Invite staff to be part of a team for local physical activity challenges, fundraisers, and events.
- Include information on active transportation options and bike lockups in meeting invites.
- Bookmark your favourite yoga at your desk videos.

– Christina Loitz

## More Workplace Tips to Support Physical Activity

- Have a workplace policy that encourages physical activity during breaks
- Provide a challenge and the employee with the longest km walked or run within the 30 days wins a prize.
- Set up a challenge to make your staff active for the rest of the month and the employee with the biggest weight lost wins a prize while providing a documentation of the progress.
- Promote standing or walking meetings for the month
- Put up signs by the elevators that encourage stair use
- Make sure there is storage space/lockers for bikes to promote active commuting
- Encourage active breaks and offer sit-stand desks
- Partner with local fitness providers to offer corporate discounts (ex YMCA and Goodlife Fitness offer corporate discounts)
- Advocate at least 7,000 steps a day for a healthy heart or encourage getting active
- Utilize Pomodoro Breaks for Activity
- Pomodoro increases productivity and reduces procrastination.
- Taking a five-minute break after 25 minutes of intensive work and a couple of longer breaks throughout the day improves attention.

## Resources

- Boosting Mental Well-being and Performance at Work With Physical Activity: [READ NOW](#)
- Check out the article from the resource site on Break Matters: [READ NOW](#)
- Office Ergonomics: A Check-List for Working Smarter and Healthier: [READ NOW](#)

# July

Theme:  
**Self Care**



| Mo                                | Tu                               | We                                                              | Th | Fr                                           | Sa | Su |
|-----------------------------------|----------------------------------|-----------------------------------------------------------------|----|----------------------------------------------|----|----|
| 1                                 | 2                                | 3                                                               | 4  | 5<br>National<br>Injury<br>Prevention<br>Day | 6  | 7  |
| 8<br>Alcohol<br>Awareness<br>Week | 9                                | 10                                                              | 11 | 12                                           | 13 | 14 |
| 15                                | 16                               | 17<br>Black Leaders<br>Awareness<br>Day, World<br>Listening Day | 18 | 19                                           | 20 | 21 |
| 22                                | 23                               | 24<br>International<br>Self-Care Day                            | 25 | 26                                           | 27 | 28 |
| 29                                | 30<br>World<br>friendship<br>day | 31                                                              |    |                                              |    |    |

## Workplace Tips to Support Self-Care and Workload Management

Advisor Tip from Lori Schmidt

- "Estimate tasks. ...
  - Set achievable deadlines. ...
  - Prioritize, prioritize, and prioritize again. ...
  - Develop a resource management strategy. ...
  - Create a resource calendar. ...
  - Distribute project tasks evenly. ...
  - Minimize multi-tasking. ...
  - Track time and team's capacity regularly."
- Lori Schmidt
- "Ultimately, the purpose of workload management is to deliver the best results for your business - by reducing unnecessary costs, maximizing ROI, supporting high productivity, and making the most of your most valuable resource - your people.

### More Workplace Tips to Support Self-Care and Workload Management

- Prioritize YOU to be well so you can do well with self-care - weave in 7-9 hours of sleep per night, proper nutrition, hydration, physical activity, time for connection to yourself and others or whatever fills your cup. Every. Single. Day.
- Say YES to saying no. If there is an additional task your supervisor needs to you do, ask what you can take off your plate in order to accomplish the new task
- Prioritize or triage work daily (what are you going to do now, delay, delegate or not do?)
- Take regular breaks every 52 or 90 minutes to boost focus and productivity
- Reduce distractions to enable you to focus better (unplug during deep work!)
- Build in no-meeting blocks into your schedule
- Steer clear of perfectionism - aim for the 80/20 rule - 80% of what you gain comes from 20% of your effort.

## Resources

- A Guide to Mindfulness at Work: [DOWNLOAD](#)
- Article: Transform Your Team From Burnt Out to Tuned In: [READ NOW](#)
- Work From Home Survival Guide: [DOWNLOAD](#)
- Simple Ways to Foster Social Connection at Work: [READ NOW](#)
- Tips, Tricks and Essentials for a Healthy Workload: [DOWNLOAD](#)



# August

Theme: **Healthy Spaces**

| Mo                                              | Tu | We | Th                                              | Fr | Sa | Su |
|-------------------------------------------------|----|----|-------------------------------------------------|----|----|----|
|                                                 |    |    | 1<br>World Lung Cancer Day<br>Cycle to Work Day | 2  | 3  | 4  |
| 5                                               | 6  | 7  | 8                                               | 9  | 10 | 11 |
| 12<br>International Youth Day                   | 13 | 14 | 15                                              | 16 | 17 | 18 |
| 19<br>World Humanitarian Day<br>World Photo Day | 20 | 21 | 22                                              | 23 | 24 | 25 |
| 26                                              | 27 | 28 | 29                                              | 30 | 31 |    |

## Workplace Tips to Support a Healthy Built Environment

- Add elements of nature by incorporating plants, wood and water elements
- Try stairwell beautification to encourage stair use
- Put up posters to encourage healthy activities at the 'point of decision' (ex: by the elevators to encourage the use of stairs, posters in the stairwell with mini workouts, posters in the lunch room to promote healthy eating, in shared spaces to encourage connection)
- Think ergonomics – share this office ergonomic guide with all employees to empower them to set up their office (at home or at work) for success [READ NOW](#)
- Provide access to recreational amenities with visual cues encouraging physical activity

## Resources

- A Six-Step Guide to the Built Environment at Work: [READ NOW](#)
- Six Ways to Embrace Nature in Your Workspace: [READ NOW](#)
- Office Ergonomics: A Check-List for Working Smarter and Healthier: [READ NOW](#)
- Retail Therapy: [READ NOW](#)
- Biophilia: [READ NOW](#)
- Wood, Well-being and Performance: The Human and Organizational Benefits of Wood Buildings: [READ NOW](#)



# September

Theme:  
**Agility**



| Mo | Tu                        | We                                                        | Th                                                      | Fr                                                        | Sa                                                       | Su                                                                                                  |
|----|---------------------------|-----------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
|    |                           |                                                           |                                                         |                                                           |                                                          | 1<br>Suicide Prevention Awareness Month, Organic September National Recovery Month, Arthritis Month |
| 2  | 3                         | 4<br>National Shrink Day,<br>International day of charity | 5                                                       | 6<br>Native Women's Equal Pay Day,<br>World First Aid Day | 7                                                        | 8<br>World Suicide Prevention Day                                                                   |
| 9  | 10                        | 11<br>Positive thinking day                               | 12<br>World Conference on Women Health Science and Care | 13                                                        | 14                                                       | 15<br>Terry Fox Run                                                                                 |
| 16 | 17                        | 18                                                        | 19                                                      | 20                                                        | 21<br>International Day of Peace,<br>World Gratitude day | 22                                                                                                  |
| 23 | 24<br>HR Professional Day | 25<br>World Pet Day                                       | 26                                                      | 27                                                        | 28<br>Orange shirt day                                   | 29                                                                                                  |
| 30 |                           |                                                           |                                                         |                                                           |                                                          |                                                                                                     |

## Workplace Tips to Support Agility / Managing Change

This month's expert tip is from Stephen Murgatroyd, PhD

1. "Reinforce purpose in all that you do, say, share and measure the purpose of the organization. Purpose drives change.
2. Empower, engage and encourage your teams and staff to take risks and learn from failure and then build on success.
3. Measure what matters and measure less not more. Share the results so that all can see progress and opportunities for change."

### Tips to support agility from Stephen Murgatroyd

- "Encourage cross-functional collaboration and communication.
- Implement flexible decision-making processes and give teams autonomy.
- Foster a culture of continuous learning and improvement.
- Promote transparency and visibility across all levels of the organization.
- Foster a supportive work environment that values diversity and inclusion.
- The evidence is clear: performance and productivity improve dramatically when employees feel engaged, empowered and respected."

- Stephen Murgatroyd

### More Tips from our Team

- Provide clear leadership & expectations, psychological protection, manage psychological demands and provide team building for your team with games and activities that promote mental agility.
- Do an awareness campaign of mental health resources available to employees.
- Have leadership do a mindfulness exercise to consider the impact of the change - from every perspective
- Involve employees in the change taking into consideration various demographic needs and preferences
- Over-communicate why a change is being made, then communicate the how with urgency
- Create an emphasis that employees are encouraged to provide feedback and provide clear direction on what that looks like
- Take an emergent approach - be open to making modifications, using feedback, adapting and innovating

## Resources

- Try these Six Practical Ways to Support Agility in a Hybrid Workplace: [READ NOW](#)
- Successfully Leading Change and Disruption: [DOWNLOAD NOW](#)
- Fireside Chat: How Leaders Can Finish Strong: [WATCH NOW](#)
- Leading our People and Organizations Through to the Next Normal: [WATCH NOW](#)



# October

Theme:  
**Gratitude**

| Mo                 | Tu                                                                   | We                                                          | Th                            | Fr                        | Sa                                                                                                                   | Su                            |
|--------------------|----------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------|---------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------|
|                    | 1<br>Mental Illness Awareness Week (Oct 1-7)<br>ADHD Awareness Month | 2<br>Women's History Month<br>Breast Cancer Awareness Month | 3                             | 4                         | 5                                                                                                                    | 6<br>World Cerebral Palsy Day |
| 7                  | 8                                                                    | 9                                                           | 10<br>World Mental Health Day | 11                        | 12<br>World Hospice and Palliative Care Day<br>World Thrombosis Day<br>Workplace Bullying Awareness Week (Oct 13-19) | 13                            |
| 14<br>Thanksgiving | 15<br>World Sight Day                                                | 16<br>World Food Day,<br>World Spine Day                    | 17                            | 18<br>World Menopause Day | 19                                                                                                                   | 20                            |
| 21                 | 22                                                                   | 23                                                          | 24                            | 25                        | 26                                                                                                                   | 27                            |
| 28                 | 29                                                                   | 30<br>Halloween                                             | 31                            |                           |                                                                                                                      |                               |

## Workplace Tips to Support Gratitude

- Put up a gratitude wall where employees put up pictures or quotes of things they are grateful for.
- Start thank you Thursdays where everyone thanks one person on Thursdays for the impact they have made.
- Start or end every meeting with a round of gratefulness for the month.
- Celebrate your employees' personal and work milestones as an act of gratitude every calendar month.
- Motivate employees with a unique company swag as a gratitude gift for a job well done.
- Try upgrading the office's working equipment to enhance worker productivity.
- Offer incentives or gifts to employees based on their professional achievements
- Be grateful for [Healthy Workplace Month](#)
- Enhance the overall [reward and recognition](#) of your organization.

## Resources

- Quick Wins for Leaders Building Healthy High Performing Work Cultures: [READ NOW](#)
- Journal gratefulness: [READ NOW](#)
- Bring kindness to your day: [READ NOW](#)
- Create A Wall of Gratitude: [READ NOW](#)



# November

Theme:  
**Resilience**



| Mo                                                                             | Tu | We                        | Th                       | Fr                                                                                             | Sa                                                                                         | Su                                                         |
|--------------------------------------------------------------------------------|----|---------------------------|--------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------|
|                                                                                |    |                           |                          | 1                                                                                              | 2                                                                                          | 3                                                          |
|                                                                                |    |                           |                          | Indigenous<br>Disability<br>Awareness<br>Month<br>International<br>Stress<br>Awareness<br>Week | November<br>CPR Month<br>Men's Health<br>Awareness<br>Month<br>Fall<br>Prevention<br>Month |                                                            |
| 4                                                                              | 5  | 6                         | 7                        | 8                                                                                              | 9                                                                                          | 10                                                         |
| 11                                                                             | 12 | 13                        | 14                       | 15                                                                                             | 16                                                                                         | 17                                                         |
|                                                                                |    | World<br>Kindness<br>Day, | World<br>Diabetes<br>Day |                                                                                                |                                                                                            | International<br>Men's Day                                 |
| 18                                                                             | 19 | 20                        | 21                       | 22                                                                                             | 23                                                                                         | 24                                                         |
|                                                                                |    | National<br>Child Day     |                          |                                                                                                |                                                                                            | National<br>Addictions<br>Awareness<br>Week<br>(Nov 24-30) |
| 25                                                                             | 26 | 27                        | 28                       | 29                                                                                             | 30                                                                                         |                                                            |
| International<br>Day for the<br>Elimination<br>of Violence<br>Against<br>Women |    |                           |                          |                                                                                                |                                                                                            |                                                            |

## Workplace Tips to Support Resilience

This month's expert tip is from Graham Lowe, PhD

- Reduce unnecessary drains on employee resilience
- Promote adaptive workplace behaviours and thinking when faced with difficulties
- Support the development of personal and social resources
- Enable employees to access these resources

### More tips

- Widely promote your EAP or community resources
- Offer annual [resilience training](#) for all employees
- Share available webinar resources on our [website](#)
- Implement the Psychological Health and Safety Standard
- Encourage people to take breaks and book shorter meetings (25 or 50 minutes)
- Intentionally foster [connection](#) at work

## Resources

- Article on fostering connection: [READ NOW](#)
- Resilience tip sheet: [DOWNLOAD](#)
- Relaxation techniques: [DOWNLOAD](#)
- Providing psychological first aid: [DOWNLOAD](#)
- Team building webinar on daily work practices webinar recording: [WATCH NOW](#)
- How to coach and lead for resiliency webinar recording: [WATCH NOW](#)
- On-demand webinar on setting boundaries webinar recording: [WATCH NOW](#)
- On-demand webinar on building resilience in challenging times webinar recording: [WATCH NOW](#)
- Plan for Resilience – Workplace Edition: [READ NOW](#)
- Resilience in Trying Times: [READ NOW](#)
- Resilience Training (Online or In-person): [LEARN MORE](#)
- Trauma and Resilience Session First Responders webinar recording: [WATCH NOW](#)
- Workload management workbook: [DOWNLOAD](#)
- Article on transforming your team from burnt out to tuned in: [READ NOW](#)
- Breathing exercises: [DOWNLOAD](#)
- Article on fostering connection: [READ NOW](#)

# December

Theme:  
**Connection**

| Mo                                                                                             | Tu                                                  | We                  | Th                                | Fr                                                                    | Sa | Su                              |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------|---------------------|-----------------------------------|-----------------------------------------------------------------------|----|---------------------------------|
|                                                                                                |                                                     |                     |                                   |                                                                       |    | 1                               |
| 2<br>Women's Brain Health Day<br>United Nations International Day for the Abolition of Slavery | 3<br>International Day of Persons with Disabilities | 4                   | 5<br>International Volunteer Day  | 6<br>National Day of Remembrance and Action on Violence Against Women | 7  | 8                               |
| 9                                                                                              | 10<br>Human Rights Day                              | 11                  | 12                                | 13                                                                    | 14 | 15<br>National Ugly Sweater Day |
| 16                                                                                             | 17                                                  | 18                  | 19                                | 20                                                                    | 21 | 22                              |
| 23                                                                                             | 24                                                  | 25<br>Christmas Day | 26<br>Kwanza Begins<br>Boxing Day | 27                                                                    | 28 | 29                              |
| 30                                                                                             | 31                                                  |                     |                                   |                                                                       |    |                                 |

## Workplace Tips to Support Connection

- Create a social spot in the workplace where employees can chat and connect (or a channel on Microsoft Teams, Slack or any other online collaboration tool).
- Host short team-building events once a month and connect departments through events and challenges.
- Use the first five minutes of every meeting for human connection.



## Resources

- Fostering Social Connection at Work article: [READ NOW](#)
- Connect With Your Team article: [READ NOW](#)
- Getting Support when you return to work: [READ NOW](#)
- Providing psychological first aid: [DOWNLOAD](#)
- Team building webinar on daily work practices with Deborah Connors: [WATCH NOW](#)
- On-demand webinar on setting boundaries: [WATCH NOW](#)
- 3 Positively Deviant Practices To Help You Lead A Winning Team webinar recording: [WATCH NOW](#)
- How Leaders Can Manage Workload for Themselves and Their Teams webinar recording: [WATCH NOW](#)
- Quick Wins for Leaders Building Healthy High Performing Work Cultures article: [READ NOW](#)
- Tips to Support Employee Health and Performance Amidst COVID-19 article: [READ NOW](#)
- Simple Ways to Foster Social Connection at Work: [READ NOW](#)
- An Urgent Call For Mindful Leaders article: [READ NOW](#)