

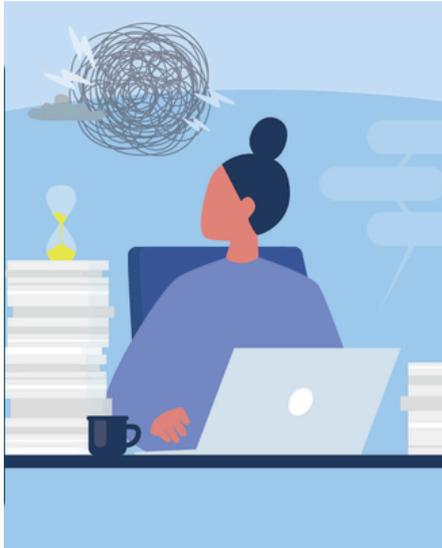
# Talking Tazewell

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December 2025, vol 14

The Wellness Playbook

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December is a month that naturally invites reflection, so let's take a closer look at the connection between mental health and the goals we set for ourselves at work. This time of year may bring a mix of pressure and unrealistic expectations, but it also brings us a renewed desire for balance. It's a natural time to pause, check in with ourselves and consider how our daily habits at work impact our well-being and mental health.

Mental health in the workplace is a shared responsibility. In this edition, we'll focus on what employees can do to support their own mental health in the workplace, especially as we set new intentions for the upcoming year. In our next edition, we'll talk about how employers can best support their work force before, during and after a struggle. Let's explore this opportunity to reset and re-align, one intentional step at a time.

Together, we can continue to create communities where safety, healing, and hope are possible for everyone.

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## DID YOU KNOW...

Recent surveys suggest that half of workers in the United States report moderate to severe levels of burnout, depression or anxiety and 46% worry about losing their job if they were to talk about their mental health at work.

The good news? Those investing in mental health see payoffs in employee health and retention. Employees who work at a company that supports their mental health are twice as likely to report no burnout or depression.

Source: [MindShare Partners' 2025 Mental Health at Work Report](#)



Let's discuss some practical strategies that you can start using now!

- Understand your stress signals: signs of overload or burnout could look like irritability, forgetfulness, fatigue or withdrawal. If you are noticing any or all of these signs, it may be time to take a step back and reflect on your next steps. Next steps can look like (micro) self-care, setting boundaries, improving emotional resilience, finding support at work or knowing when to ask for help.
- Setting healthy boundaries at work could look like not responding to emails outside of work hours, setting expectations like "I'll reply within one business day", saying "no" when your plate is full, asking for clarification, taking your full lunch instead of working through it, not absorbing co-worker's stress, conflict or gossip, or politely declining social events when you need rest or space.
- Self-care often makes us think of things like a bubble bath or a pedicure, but that's most certainly not always the case. Setting boundaries could be an example of self-care, but as far as those "micro" acts of care we can do for ourselves, consider a 60-second re-set or mini grounding exercises, desk stretches or movement prompts. Take care of you so you will be the best you can be in and out of work. This can also look like improving emotional resilience - things like mindfulness techniques you can do at your desk or in your office, or on a walk during lunch, or learn to re-frame your negative thoughts.
- Connection can be one of the strongest protective factors for our mental health - so having one or two people you can check in with at work to talk through a challenge or have a quick laugh can reduce stress and increase your sense of belonging. Sometimes it just helps knowing you're not navigating the day alone.
- Workplace stress is typically a part of daily life - but when it becomes constant, overwhelming, starts affecting your sleep, mood, motivation, overall health, it may be a sign to seek some additional support. Feeling drained or dreading work every day are common indicators that it might be time to reach out. Maybe your job as an Employee Assistance Program. You're allowed to ask for resources, short-term counseling, crisis support, or referrals through your EAP. You can also request accommodations related to stress, anxiety, or focus challenges without needing to disclose private medical details.

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HAVE AN IDEA OR TOPIC YOU WANT TO LEARN MORE ABOUT?  
SEND IT OUR WAY!  
TWP@TCHD.NET