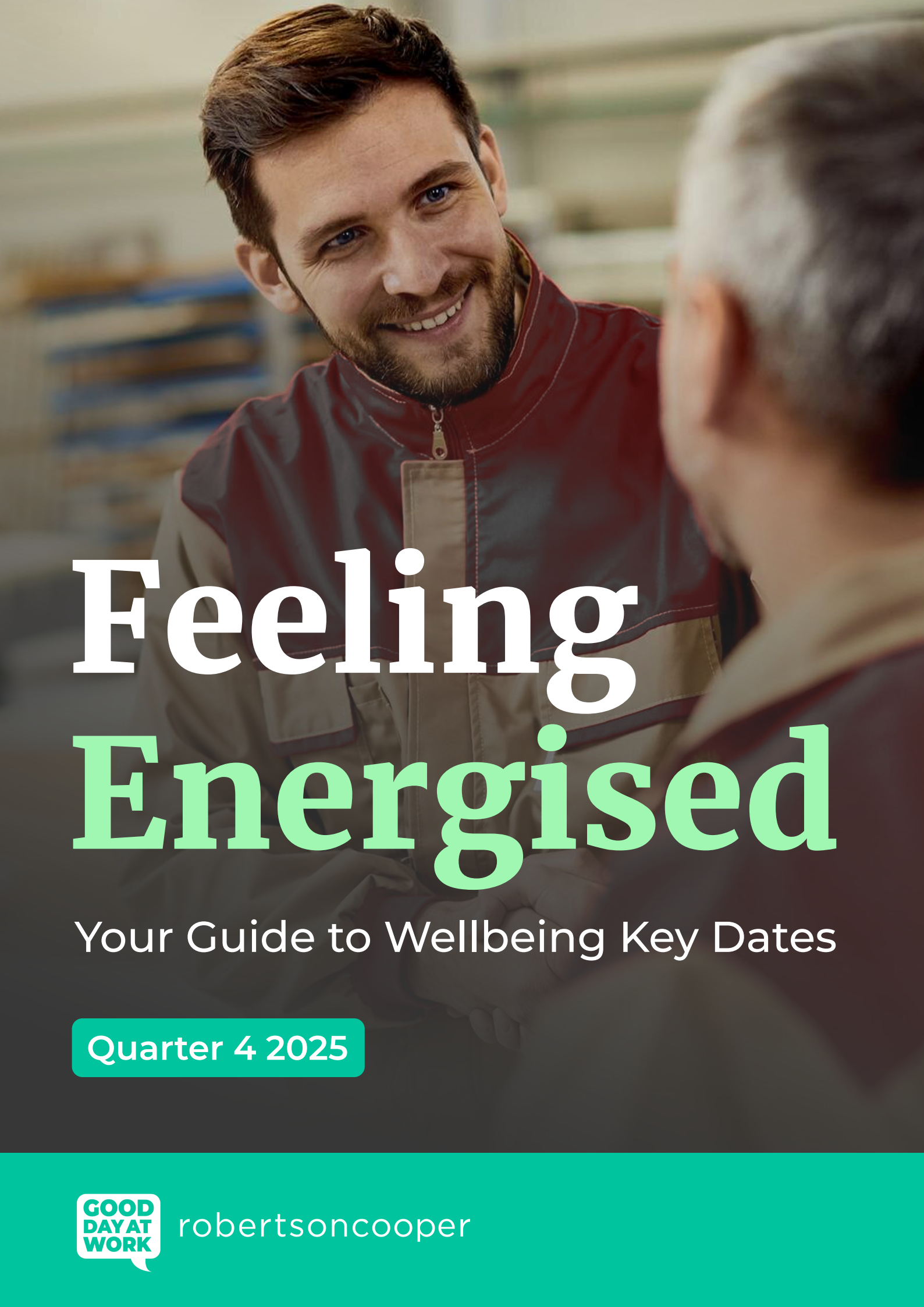


A smiling man with a beard and short brown hair, wearing a red and grey work jacket, is looking towards an older man with grey hair. They are in a warehouse setting with blue pallets in the background.

# Feeling Energised

Your Guide to Wellbeing Key Dates

Quarter 4 2025



robertsoncooper

# Content

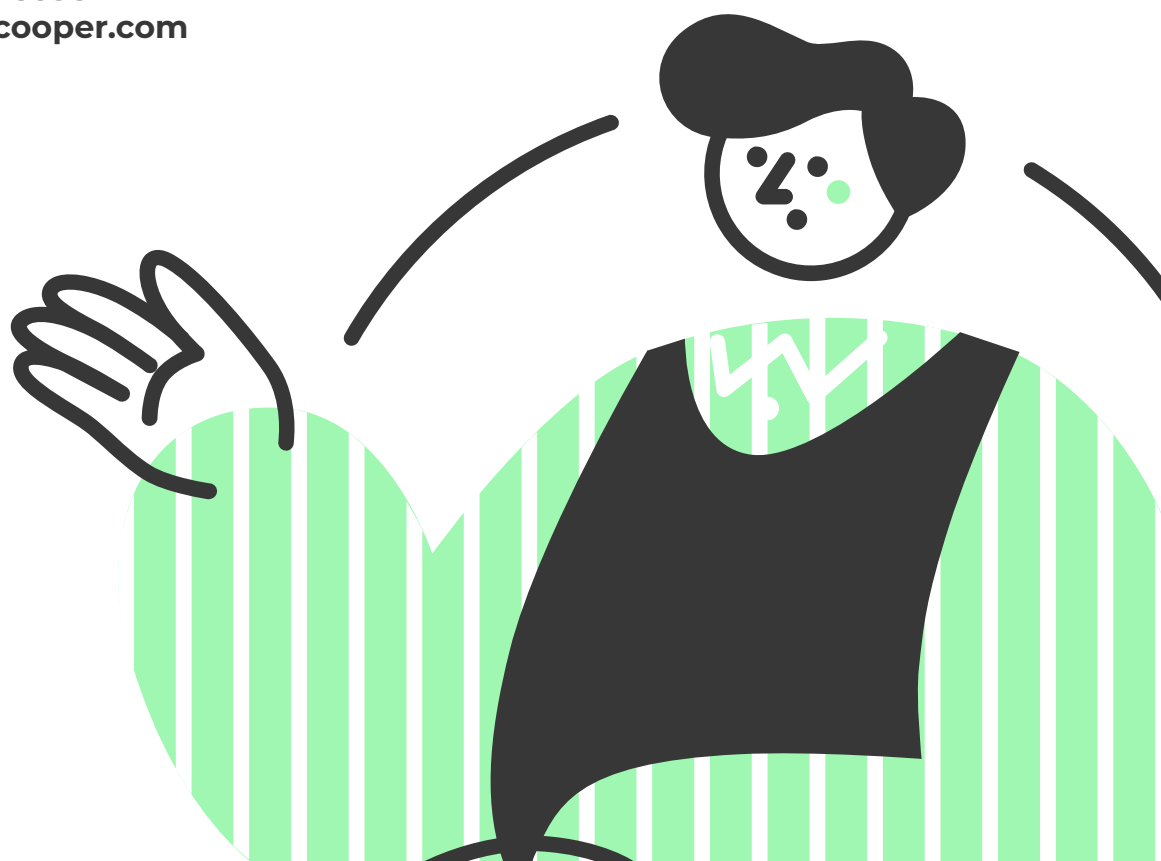
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## Not sure where to start with workplace wellbeing?

We help organisations turn awareness into action with expert-led training, assessments and strategy support that deliver measurable impact.

Talk to us today about how to build a culture of more Good Days at Work.

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# Welcome to Feeling Energised

The Good Day at Work model highlights the four components that shape our daily experience: Feeling Energised, Working Well with Others, Getting Things Done, and Doing Work that Matters. Each of our quarterly guides focuses on one of these areas, helping organisations turn insight into action.

This quarter, we explore Feeling Energised – why energy matters, what drains it, and how employees, managers and organisations can take steps to protect and boost it.



Feeling energised isn't just about waking up feeling ready to tackle the day – it's a core component of a **Good Day at Work**. It's what helps us stay focused, motivated, and resilient in the face of challenges. Yet, according to our latest **Good Day at Work Insights Report 2025**, many employees are running on empty:

- **61%** of workers report feeling constantly tired, with 1 in 4 experiencing this often.
- **22%** struggle with sleep on a regular basis, making recovery harder.
- **Only 42%** experience high levels of positive emotions at work and energising emotions like excitement are especially low.

Energy drives performance, wellbeing, and connection. And it's not just physical – it's mental and emotional too. When energy runs low, engagement, productivity, and psychological safety suffer. When it's supported, people and organisations thrive.

This guide explores what energy looks like at work, why it matters, and how you can take practical steps to protect and boost it – for yourself, your teams, and your organisation. Find out more about the Good Day at Work Insights Report 2025 [here](#).

## How to Use This Guide

This Q4 guide is designed to help employees, managers, and organisational leads translate key awareness dates into meaningful, evidence-informed action. From setting boundaries in National Work Life Week to exploring the stress–energy balance in November, each section offers practical, expert-backed ideas to support performance and wellbeing.

You don't need to mark every date in this guide. In fact, it's often more impactful to focus on one or two that resonate most with your organisation and use them as a springboard for cultural change. Quality over quantity makes the difference. Ultimately, this guide is here to help us all recharge, recover, and create more good days at work.

**“Strength at work isn’t about what we endure. It’s about what we build together and how we support one another. That’s where true wellbeing starts.”**

**Matt Liggins, General Manager, Robertson Cooper**





# Key Mental Health & Wellbeing Dates Overview

## October

### 6th -10th October | National Work Life Week

- In this guide: The link between boundaries and energy.
- Host a “meeting-free afternoon” initiative.
- Share guidance on switching off at the end of the day.

### 6th –10th Oct | International Week of Happiness at Work

- In this guide: Positive emotions fuel energy.
- Share stories of “what gives you energy?” within teams.
- Encourage peer-to-peer recognition.

### 10th Oct | World Mental Health Day

- In this guide: Why psychological wellbeing underpins energy.
- Promote EAP and mental health resources.
- Share manager-led reflections on protecting energy.

### 18th Oct | World Menopause Day

- In this guide: Supporting energy during menopause.
- Share workplace guidance and adjustments.
- Signpost to external menopause support resources.

## November

### 5th Nov | National Stress Awareness Day

- In this guide: The stress–energy balance.
- Share techniques for stress management.
- Encourage micro-breaks across teams.

### 13th Nov | World Kindness Day

- In this guide: The role of kindness in boosting emotional energy.
- Run a kindness campaign.
- Encourage small acts of appreciation from leaders and peers.

### 17th -23th Nov | National Self-Care Week

- In this guide: Self-care as energy recovery.
- Share resources on sleep, breaks and boundaries.
- Model self-care behaviours from senior leaders.

### 19th Nov | International Men’s Day

- In this guide: Men’s health and energy.
- Share resources tackling stigma around men’s mental health.
- Host an awareness session or panel discussion.

## December

### SAD Awareness Month

- In this guide: Light, mood and winter energy.
- Share guidance on managing fatigue in darker months.
- Promote outdoor breaks and flexible working to maximise daylight.

# Resources | For Employees

## Psychologist's Top Tips for Feeling Energised

- 01 Manage workload before it tips into stress** - Workload has the biggest impact on Good Days at Work and productivity. When it's challenging but manageable, it motivates. When it exceeds capacity, it risks stress and burnout.
- 02 Use autonomy to boost focus and motivation** - Control at work is strongly linked to productivity and retention. Having flexibility in how you approach tasks, or reducing unnecessary approvals, helps restore energy and confidence.
- 03 Strengthen relationships for support** - Good quality relationships are a key ingredient of a Good Day at Work. Recognition, inclusion and psychological safety reduce stress and help you sustain energy through challenges.

## National Work Life Week | 6th-10th October

*An annual campaign by Working Families to highlight the importance of wellbeing at work and work-life balance.*

Work-life balance protects recovery, and recovery protects energy. Without it, both performance and health suffer. [The Good Day at Work Insights Report 2025](#) found that **61%** of employees feel constantly tired, with one in four experiencing this often. This isn't just about being drained at the end of the day; long-term fatigue erodes engagement, productivity and retention.

### Ways to protect balance this week...

**Protect one meeting-free afternoon.** Space for focus or recovery reduces mental clutter and restores clarity.

**Create an intentional switch-off routine.** Writing tomorrow's top three or taking a short walk signals the transition out of work mode and allows recovery to start.

**Check your workload capacity.** Asking "Does my workload leave me energy outside of work?" helps you notice unsustainable patterns before burnout sets in.

Work-life balance isn't a perk. It's the foundation of sustainable performance and more Good Days at Work.

## World Mental Health Day | 10th October

*A global day to raise awareness of mental health and mobilise support.*

Energy and mental health are tightly linked. When stress or low mood rise, cognitive load increases and working memory shrinks, making tasks feel heavier and motivation dip. With only **42%** reporting high levels of positive emotions at work, many are operating with reduced emotional energy day to day. Conversations reduce uncertainty, increase support and restore psychological safety, which helps energy recover faster.

### Conversation cues that restore energy...

**Take a 15-minute walk-and-talk with a colleague.** Movement combined with connection lowers stress and improves mood.

**Familiarise yourself with wellbeing resources.** Knowing what's available makes it easier to act early before issues escalate.

**Ask small, specific questions.** "What is one thing that would make next week easier?" surfaces solvable blockers more effectively than a broad "How are you?".

**"Conversations reduce uncertainty in the brain, lowering cortisol and freeing up energy for focus and problem-solving."**

**Becky Baines (Business Psychologist)**

## National Self-Care Week | 17th–23th November

*A national awareness week encouraging individuals to embed self-care into daily life.*

Self-care isn't indulgence - it's how you rebuild capacity. Yet presenteeism is widespread, with **65%** of employees reporting they worked while unwell in the past three months. "Powering through" doesn't preserve performance; it drains energy, reduces accuracy and increases the risk of longer-term absence.

**What are some small habits that help recharge?**



### **Protect your sleep with a wind-down routine**

Consistency improves sleep depth, the strongest driver of next-day energy.



### **Build in micro-pauses**

Five minutes every hour to stretch, breathe or step away lowers stress chemistry and resets attention.



### **Add short bursts of movement**

A brisk 10-minute walk lifts mood and helps restore focus, especially in the afternoon.

**“Movement is one of the most underused forms of self-care. Brief bouts of movement trigger the release of neurochemicals that lower stress and restore cognitive capacity.”**

## **Matt Liggins (Former PT and Mental Health Practitioner)**

Sustainable self-care habits create more Good Days at Work - not by doing more, but by recovering well.

## **SAD Awareness Month | December**

*A month-long campaign raising awareness of Seasonal Affective Disorder and reduced-light impacts.*

Shorter days disrupt circadian timing and sleep pressure, so attention and mood dip even when workload is unchanged. With **22%** already reporting sleep difficulties, winter can compound fatigue if left unaddressed. Think “light, move, anchor”: morning light anchors your clock; daylight movement raises alertness; evening wind-downs protect sleep depth.

### **Winter energy nudges:**

*morning light within an hour of waking (outside if possible); bright task lighting for dark starts, dim light the last hour before bed; a brisk 10-minute lunch walk to reset afternoon focus. Small cues, big effect on next-day clarity.*

# Resources | For Managers

## Psychologist's Top Tips for Feeling Energised at Work

- 01 Balance workload and resources** - Within our Good Day At Work Insights Report 2025, workload was identified as the single biggest factor influencing Good Days at Work.  
  
The [Report](#) also showed...
- 02 Give teams more control where possible** - The report shows that higher levels of autonomy link to greater productivity and retention. Offering flexibility in how tasks are completed, or cutting down on unnecessary approvals, helps teams feel trusted and energised.
- 03 Build psychological safety through relationships** - Good quality relationships drive resilience. As a manager, recognising contributions, encouraging open conversations, and responding consistently to concerns strengthens trust and keeps energy levels up.

## International Week of Happiness at Work | 6th –10th October

*An international campaign to promote happiness and connection at work.*

Happiness at work isn't about surface-level positivity; it is about the conditions that energise people: fairness, recognition and belonging. When these are missing, teams show lower discretionary effort, slower recovery after busy periods and lower resilience. [The Good Day at Work Insights Report 2025](#) highlights energising emotions like excitement as being among the least experienced at work, meaning many teams are missing a natural source of motivation.

### Ways managers can lift energy through recognition...

**Acknowledge wins in the moment.** Timely, specific praise reduces cognitive load and reinforces productive behaviours.

**Create space for team stories.** Asking "What gave you energy this week?" allows people to share what works and spreads good practice.

**Close the week positively.** Recognition doesn't need to be formal to be effective. At Robertson Cooper, our Friday afternoon email is light-hearted, thanks colleagues, celebrates wins (big or small), shares progress and usually includes a little humour. Sometimes we rotate the writer so everyone gets a turn. It's a simple practice, but it builds momentum and buffers against stress.



**“Micro-recognition reduces the brain’s ‘threat’ signal and frees up energy for focus.”**

**Tamara Hughes (Business Psychologist)**

## **World Menopause Day | 18th October**

*A global awareness day focusing on the impact of menopause on health and work.*

Menopause often brings fatigue, disrupted sleep and concentration challenges, all of which directly impact energy and confidence at work. Silence around the topic increases stigma, while proactive support ensures colleagues feel valued and able to sustain performance. Managers play a key role in creating that supportive environment.

### **Support that helps...**



#### **Make policies visible.**

Regularly re-share routes to support so employees know help is available.



#### **Offer private check-ins.**

One-to-one conversations create space for employees to discuss adjustments without fear of stigma.



#### **Flex the basics.**

Adjustments such as break times, meeting schedules or temperature control can make a significant difference.

Treating menopause support as routine, not exceptional, signals that wellbeing is part of how work gets done. That message alone can protect energy and performance.

## National Stress Awareness Day | 5th November

*An annual campaign highlighting the impact of stress and how to manage it effectively.*

Stress and energy are inseparable. When demands outstrip resources, energy drains quickly, and teams move closer to burnout. [The Good Day at Work Insights Report 2025](#) shows that around one in three employees struggle with workload and control, two of the strongest predictors of stress. Managers hold the levers to restore balance.

### Manager actions that make a difference...

**Reorder priorities early.** By stating trade-offs explicitly, you increase control and reduce ambiguity, which is itself a major stressor.

**Model visible recovery.** Taking and naming short breaks or logging off on time normalises recovery and gives teams permission to follow suit.

**Intervene on early signals.** Withdrawal, irritability or frequent errors are signs of cognitive overload. Adjusting workload or adding support at this point prevents escalation.

Stress management *is* energy management, and it's manager-led in the moments that matter.



# Resources | Organisation Wide

## Psychologist's Top Tips for Feeling Energised at Work

- 01 Measure what matters** - Use diagnostics to track energy, stressors and good days at work - insight is the first step to meaningful change.
- 02 Invest in recovery culture** - Build policies and norms that protect rest, not just output. Energy drives productivity, retention and advocacy.
- 03 Link wellbeing to business outcomes** - When leaders connect energy with performance, budgets and priorities shift from “nice-to-have” to business-critical.

## World Mental Health Day | 10th October

*A global awareness day highlighting mental health as a universal priority.*

Psychological wellbeing is a core energy strategy, not a “nice to have.” In our data, employees with high wellbeing are **52%** more productive and six times less likely to consider leaving. Embedding psychological safety allows people to recover, sustain energy and perform at their best. For organisations, this means making support visible, measuring what matters and equipping managers to act on the insights.

### Organisational-level moves...

**Re-signal support.** Share one clear communication that stacks together EAP access, policies and crisis routes to reduce friction in seeking help.

**Measure what matters.** Use diagnostics like the Good Day at Work Assessment to track energy, stressors and good-day frequency. Publish two or three actions you will take in response.

**Upskill managers.** Training managers in stress, energy and wellbeing conversations ensures strategy translates into daily practice.

**“Equipping managers with stress and wellbeing skills increases psychological safety, which directly supports performance and retention.”**

**Becky Baines (Business Psychologist)**

When wellbeing is tied directly to business outcomes such as retention, productivity and quality, investment becomes a priority, not an afterthought.

## World Kindness Day | 13th November

*A worldwide day dedicated to promoting kindness and positive connection at work.*

Kindness is a low-cost, high-impact lever for energy. Research shows acts of appreciation reduce stress reactivity, strengthen trust and make performance conversations easier. Organisations that embed recognition practices see higher trust scores and fewer “friction costs” such as rework, silence or unnecessary escalation.

### Ideas to build kindness into culture...



#### **Run a recognition campaign.**

Encourage employees to share appreciation openly.



#### **Create peer-to-peer kudos channels.**

Give teams ownership over recognition rather than relying only on top-down praise.



#### **Model gratitude from leaders.**

Senior leaders naming specific behaviours signals that kindness is part of performance, not separate from it.

Where kindness is habitual, energy becomes contagious and accountability becomes easier.

## International Men's Day | 19th November

*An international awareness day spotlighting men's health and wellbeing.*

Stigma still suppresses help-seeking for men, and untreated stress or low mood quietly drains energy and performance. Organisations can change this by making support unmistakable, amplifying lived experience and ensuring managers are equipped to check in.

Hosting a lived-experience panel, internal or external, normalises help-seeking and challenges outdated stereotypes. Sharing a simple round-up of mental, physical and financial health resources ensures everyone knows where to go, without singling men out.

The aim isn't a one-day event; it's to create a culture where seeking support is ordinary and energy isn't left to erode unseen.

Tune in to hear how organisations can create safer spaces for men to speak up – and why that's essential for wellbeing, performance and retention: [Listen Here.](#)

## SAD Awareness Month | December

*A campaign highlighting Seasonal Affective Disorder and ways to cope with winter fatigue.*

Winter dips in energy are predictable but preventable. Treating them like an operational risk allows organisations to adapt proactively. Flexing systems around daylight, promoting small daily habits and making winter wellbeing visible in communications can prevent disengagement and help sustain performance.

### Practical system tweaks:

**Daylight-friendly scheduling.** Offer flexible starts and finishes to maximise exposure to natural light.

**Seasonal wellbeing comms.** Share tips on sleep, light and movement to help employees build personal routines.

**Team-level nudges.** Initiatives like lunchtime walking groups or “camera-off focus hours” reduce fatigue and promote recovery.

Operationalising winter energy means employees can maintain momentum and finish the year well.

**“Light exposure synchronises the body’s circadian rhythm, stabilising mood and sustaining daytime energy.”**

**Dr. Judith Grant (CPsychol Senior Psychologist and Workplace Strategist)**

# What's Next?

You've got the dates. You've got the ideas. Now it's time to go beyond the moment.

Creating energised, resilient teams requires **insight, intention and action**. That's where Robertson Cooper comes in.

- **Use the Good Day At Work Assessment to measure what matters — and make the case for what comes next.**
- **Equip managers with training to embed energy-supportive behaviours.**
- **Empower employees with programmes that build resilience, recovery and wellbeing.**

Let's make this quarter the most energised yet. Talk to us today about how to build a culture of more good days at work.

## Contact Us

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# Sources and Further Reading

## Mental Health Crisis Support

If you need someone to talk to confidentially and anonymously:

- Call Samaritans on 116 123 (UK-wide) – available 24/7.
- Text SHOUT to 85258 (UK-wide) – available 24/7.

## Samaritans Awareness Day (24/7):

<https://www.samaritans.org/support-us/campaign/samaritans-awareness-day/>

## If you need information on where to get urgent help:

Mind – urgent help tool: <https://www.mind.org.uk/need-urgent-help/using-this-tool/>

## NHS – where to get urgent help for mental health:

<https://www.nhs.uk/nhs-services/mental-health-services/where-to-get-urgent-help-for-mental-health/>

## Additional Reading

### Robertson Cooper - Good Day At Work Insights Report (2025):

<https://www.robertsoncooper.com/good-day-at-work-insights-report-2025/>

### Mind – The Big Mental Health Report (2024):

<https://www.mind.org.uk/media/vbdbcipi/the-big-mental-health-report-2024-mind.pdf>

### CIPD – Health and Wellbeing at Work (2023):

<https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2023-pdfs/8436-health-and-wellbeing-report-2023.pdf>

HSE – Work-related stress, depression or anxiety statistics in Great Britain (2024):

<https://www.hse.gov.uk/statistics/assets/docs/stress.pdf>