



THE ABILITIES PROJECT

Working Towards Change



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Breaking down the Winter Blues at Work

Employers should look to implement 'winter warming' initiatives to counter a lull in staff productivity in the winter months.

Research claims that 5% of employees already suffer from 'seasonal affective disorder' – making them lethargic and demotivated during the winter months – and numbers are expected to increase over the next five months.

We suggest the following tips to ensure your employees are as productive as possible during the winter months:

Ensure employees are working within a comfortable environment by maintaining an optimum working temperature of 20 to 24 degrees and making sure



lighting is sufficient in all work areas

Consider implementing 'winter flexible working' by allowing staff to work

additional hours on their lunch break, in the morning or late afternoon so they can leave early on a Friday

Encourage employees to incorporate exercise into their daily routine by implementing employee walking groups and providing healthy snacks.

Arrange onsite health screenings so staff feel their well-being is being considered, while serious cases of SAD could also be identified during these health checks .

By working to make positive changes in the workplace, you will retain employees and

Seasons greetings from Career & Employment Youth Services

We would like to extend our warm wishes for a great holiday season to you and yours.

May your 2008 year go out with a bang!! And to the best in your future business endeavors for 2009.

Staff of CEYS

The "DO" checklist for hiring people with disabilities:

- Do learn where to find and recruit people with disabilities
- Do learn how to communicate with people who have disabilities.
- Do consider having job descriptions that identify the essential functions of the job.
- Do relax and make the applicant feel comfortable.
- Do treat an individual with a disability the same way you would treat any applicant or employee with dignity and respect.

Benefits of Hiring people with disabilities

- People with disabilities have considerable life experience, solving challenging problems on a regular basis. Creative problem solving skills can help companies find new and innovative solutions and lead to more satisfied customers.
- Direct Engagement of people with disabilities as custom-

ers can help companies develop new products and services, enter new markets and enhance existing market presence.

- Promoting disability in the workplace can attract potential investors through showing them you have a vested interest in society.

- Retaining employees who have acquired a disability will help raise and maintain staff morale and the bottom line benefits through reduced staff turnover.
- Increased staff awareness of disability issues leads to improved customer service.

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