



Mental Health & Fatigue Awareness

Shorter Days. Colder Weather. Bigger Impact.

As daylight fades and the weather cools, many of us start to feel tired, unmotivated, or stressed. These are common reactions to the change in season, but they can also affect our **alertness, safety, and overall well-being**.

Recognize the Signs

- Trouble concentrating or staying alert on the job
- Feeling unusually tired or irritable
- Difficulty sleeping or oversleeping
- Loss of motivation or interest in activities
- Withdrawing from co-workers or friends

These can be signs of **fatigue** or **Seasonal Affective Disorder (SAD)** – both common during fall and winter.

Tips for Staying Mentally Fit

- Get outside during daylight hours whenever possible
- Take short breaks to move, stretch, or step away from screens
- Keep a consistent sleep schedule
- Eat well and stay hydrated
- Check in with co-workers — a simple “How are you doing?” goes a long way
- Reach out for support when needed ([UVM Employee Assistance Program](#), supervisor, or trusted colleague)

Safety Starts with Self-Awareness

Fatigue and stress reduce reaction time, increase mistakes, and lower attention to hazards. Recognizing early warning signs can prevent accidents and promote a safer, more supportive workplace.

Thank you for continuing a culture of workplace safety