

THE TWISTY HR NEWSLETTER

JULY-AUG 2025 EDITION

www.abundantpdtraining.com

An Abundant Greeting!

Welcome to the July-August 2025 Edition of The Twisty HR Newsletter

Because HR doesn't take a summer break.

Summer is in full swing: cookouts, beach days, and family time are filling our calendars. But if you've been paying attention to the pulse of today's workforce, there's a heaviness in the air that sunshine alone can't shake. Uncertainty is lingering. Many employees aren't wondering what next year looks like, they're unsure about tomorrow. Slow productivity, rising absenteeism, and silent disengagement are showing up more than usual.

As a business owner, supervisor, or HR lead, this is not the time to do nothing.

Whether your forecast looks bright or you're trying to find the light, one thing is clear: your team needs you to show up. Now more than ever, employees are craving connection, reassurance, and clarity. This is the perfect time to kick your employee relations into high gear.

- ✓ Reintroduce your EAP program.
- ✓ Take advantage of Abundant's Career Wellness Program.
- ✓ Create moments of intentional appreciation.

Do something. Silence and avoidance will cost more than action ever will.

Inside this edition, we're serving you articles, HR tips, and upcoming training opportunities to strengthen your business and your people. If this is your first time reading The Twisty HR Newsletter, welcome! Be sure to join our email list and schedule your complimentary 15-minute consultation with Abundant Professional Services.

Thank you for tuning in. Stay encouraged, stay engaged—and remember, you're not in this alone.

Warmly,
Ramona Taylor

CEO, Abundant Professional Services

ABOUT US

At **Abundant Professional Services** and **The HighPMan Group**, are subsidiaries of **Abundant Staffing Agency, LLC**. We believe in more than just HR consulting. We transform cultures, empower leaders, and help businesses thrive.

From compliance to innovation, we are your partner in purpose-driven professional development.

Break Out Brain Teaser

What word is spelled incorrectly in every dictionary?

Answer on Page 4!

SAFE SUMMER TIPS

- **Hydration Stations** - Drink plenty of water!
- **Flexible Scheduling** - Work remote to reduce the physical strain of the heat if possible!
- **Proper Sun Protection** - Sunscreen always! Leading dermatologists suggest keeping your sunscreen protection (lotion/spray) out of direct sunlight, preferably in a cooler to maintain its effectiveness!
- **Slips, Trips, and Falls** - Summer storms make a mess, make sure you're paying attention to the weather!
- **Mental Health Awareness** - Summer months are stressful! Burnout is real, reach out to someone if you are having a hard time!
- **Fire Safety** - With the increased risk of wildfires and heat-related fire hazards, ensure that fire extinguishers are fully stocked!
- **Pest Control and Safety** - Summer brings insects, including mosquitoes, bees, and ticks. Provide insect repellent when necessary!
- **Ergonomic Adjustments** - Whether working from home or in the office, remind employees to adjust their workstations to avoid strains from prolonged sitting or improper posture. Encourage stretching or quick breaks throughout the day!
- **Workplace Safety Training** - Employers should ensure that all safety protocols are reviewed with employees, including emergency procedures, workplace risks, and the use of any seasonal safety equipment. Regular training and refresher courses should be provided.

At Abundant, we offer tailored HR solutions and training to support workplaces in implementing safety protocols effectively.

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Breaking the 'Eggshell' Syndrome: Nurturing a Resilient Work Culture

The modern workplace is increasingly reflecting broader societal tensions, a phenomenon intensified by the omnipresence of digital communications. The 'eggshell' syndrome, where employees are so sensitive that even minor interactions can lead to discomfort, is a glaring example of this. Factors contributing to this heightened sensitivity include the relentless pace of 24-hour news cycles and the intrusion of push notifications on personal devices. Constant exposure to these streams of information can escalate workplace anxiety, turning environments meant for collaboration into spaces of silent tension.

In many offices, the background noise of news broadcasts can keep the stress of global events perpetually in the air, influencing employees' moods and interactions. Before deciding to allow such constant connectivity in our workspaces, it's crucial to consider the potential impacts on our staff. Push notifications, designed to grab attention, often distract more than they inform, leading to a fractured focus and heightened stress levels among team members.

Understanding these dynamics is essential as we look to adopt a work culture that supports mental wellness and promotes productivity without sacrificing sensitivity and empathy.

1. Promote a Communal Workspace: The office should be a space for innovation and collaboration, not a ground for inverted bullying. It's essential to cultivate an environment where all team members feel empowered to share their ideas without fear of undue criticism or ostracization.

2. Emphasize Mental Wellness: Recognizing the increased prevalence of mental health issues, especially post-COVID, is crucial. Implementing regular mental health days and providing access to professional therapists can help maintain an equilibrium. When selecting a therapist, ensure they align with your organization's ethos and can genuinely add value to your employees' wellbeing.

3. Engage Proactively with HR: When specific employees disrupt the workplace harmony excessively, it's necessary for HR to step in decisively. This might involve detailed discussions with affected employees, facilitating access to external counseling on the company's dime, or allowing time off during work hours for therapy. The goal is to support individuals in overcoming their challenges without sacrificing the team's morale.

By proactively addressing these influences, businesses can offer a more resilient work culture, enhancing both individual and collective productivity.



UPCOMING EVENTS!

My Identity is Real Supervisory Leadership Training

Location: **Online Instructor-Led**
Investment: **\$797.00**

Our powerful 2-day workshop

- Develops character-driven leadership, practical communication skills, conflict resolution, and peer networking.
- Redefine your future in leadership with support from expert trainers.

[REGISTER HERE](#)

COMING SOON!

Small Business Office Manager/HR Coordinator Training

Location: **Online Instructor-Led**
Investment: **\$587.00**

Unlock the potential of your micro business!

- Every Tuesday for six weeks.
- Learn essential tools, compliance basics, team culture development, and effective delegation.

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Bridging Generations: A Call for Unity in Today's Workforce

As we navigate an unprecedented era in the workforce, we find ourselves working alongside six generations, each with its own strengths, experiences, and perspectives. Yet, all too often, we hear complaints from both sides. Younger generations feel the weight of older workers' reluctance to change, while older generations express frustration over the rapid pace and mistakes made by younger workers.

But what if we stopped focusing on our differences and instead embraced the incredible opportunity before us? For the first time in history, we have a blend of wisdom, experience, and innovation working side by side. Imagine what we could accomplish if we worked together, leveraging the strengths of each generation to create a truly dynamic and forward-thinking workplace.

Now is the time for collaboration, mutual respect, and understanding, recognizing that innovation thrives in diversity. By embracing the unique talents and perspectives of all generations, we can create a workforce that is not only efficient and productive but also inspiring and resilient.

At Abundant, we are committed to helping organizations achieve just that... where experience meets innovation, and every team member moves forward together. Whether through our MIR Supervisory Leadership Training or our tailored HR services, we are here to guide your business toward a collaborative and thriving workforce.

Let's unite and make this a workplace where every generation thrives. Reach out today to discover how Abundant can support your company's leadership transformation.



INVESTING IN EMPLOYEE WELLNESS

We're excited to share that word is spreading and we've listened! Due to increased demand, Abundant is now offering our Career Wellness Program, designed to support both individuals and teams in navigating the real challenges of today's workplace.

This program offers group and one-on-one coaching focused on:

- Leadership development
- Effective client and team engagement
- Career retention support for low-performing or disengaged employees

Whether your staff need a reset, redirection, or refined skills, the Abundant Career Wellness Program is here to help your people either rise to the challenge or clarify the next steps forward.

Want to learn more to explore if this service is right for your team?

Email Us:

get-trained@abundantpdtraining.com

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COMING SOON!

180 FUSION TRAINING INSTITUTE

BOLD. DISRUPTIVE. TRANSFORMATIVE.

A NEW CHAPTER IN WORKFORCE DEVELOPMENT IS ABOUT TO BEGIN. THE 180 FUSION TRAINING INSTITUTE WILL REIMAGINE HOW WE TRAIN, COACH, AND CULTIVATE TALENT. EXPECT DYNAMIC PROGRAMMING, REAL-WORLD RESULTS, AND CULTURAL RESET.

BREAK OUT BRAIN TEASER
A: "INCORRECTLY"

Inside the Federal Office: The Realities of Returning to Work in 2025

Five months have passed since the federal government mandated a full return to the office, and the landscape has shifted dramatically. While some employees are excited to reunite with colleagues, the majority are struggling with long commutes, crowded highways, and the end of remote work flexibility.

The Commute Conundrum

The daily commute has become a major source of stress for many federal employees. With congested highways and strained public transportation, the journey to the office has turned into a time-consuming ordeal, leaving workers feeling emotionally drained and disconnected.

Crowded Offices and Diminished Morale

As employees flood back into federal offices, overcrowding has led to a noticeable decline in morale. The lack of space and resources is affecting productivity and well-being, with employees voicing concerns about the impact on their work.

The 'Always-On' Culture

While many struggle with the transition, some employees who never left the office are enjoying face-to-face interactions. However, this often leads to frequent social breaks, raising questions about the balance between productivity and personal time.

A Divided Workforce

The federal workforce is divided. Nearly half of federal employees oppose the full-time return-to-office mandate, expressing concerns over lost productivity and personal well-being.

Looking Ahead

As the federal workforce adapts, it's clear that change is needed. Addressing issues like commuting stress and office overcrowding will be essential for balancing employee well-being with organizational efficiency.

At **Abundant Professional Services**, we help organizations navigate transitions like these. Our leadership training, team-building workshops, and strategic consulting can support your agency in adapting to the evolving workplace landscape. Reach out today to learn more.

Quote Worth Posting

"Train people well enough so they can leave. Treat them well enough so they don't want to."

- Richard Branson

FOLLOW US!



That's it from us!
Enjoy the months of
July & August!

