



IT'S TIME TO TALK ABOUT

# MENTAL HEALTH

BRIGHTSUN TRAVEL:  
MENTAL HEALTH AND WORK  
CULTURE TOOLKIT

 **Brightsun**  
RAVEL

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A photograph of two women in a professional setting. The woman on the left is a Black woman with long dark hair, wearing a light grey blazer, looking towards the woman on the right. The woman on the right is a white woman with long brown hair in a ponytail, wearing a white sleeveless top, looking back at the first woman. The background is a blurred office interior with windows. In the top right corner, there are decorative green and white concentric circles. In the bottom left corner, there is a small red triangle with the number 1 inside it.

# Mental Health and Work Culture Toolkit

At Brightsun Travel, we understand the importance of mental health and fostering a positive work culture that supports our employees' well-being. We have implemented various activities and initiatives to promote work-life balance, showcase community and environmental involvement, and prioritize mental health. Here are some case study examples of what we have done to promote positive mental health in the workplace with some additional resources.

# Importance of Mental Wellbeing in Workplaces

Mental health is an essential aspect of overall well-being, and its significance in corporate workplaces cannot be overlooked. As employees spend a significant portion of their lives at work, it is crucial for organisations to foster a supportive environment that promotes positive mental health.

High levels of stress, pressure to meet deadlines, long working hours, and an imbalance between work and personal life can contribute to mental health challenges. To address this, companies should prioritise mental health initiatives by providing resources and support systems for employees. This may include offering confidential counselling services, organising stress management workshops, promoting work-life balance, and encouraging open conversations about mental health.



Promotion of a healthy work culture includes reducing stigma surrounding mental health issues and creating policies that prioritise employee well-being. Flexible work arrangements, regular breaks, and encouraging employees to take vacation time are practices that can contribute to better mental health.

Investing in mental health initiatives not only benefits employees but also improves productivity, engagement, and overall workplace morale. By prioritising mental health, corporate workplaces can create an environment where employees feel valued, supported, and motivated to perform their best.



# INITIATIVES TOWARDS MENTAL WELL-BEING



# Mindful Sessions

**Workstation Yoga Sessions:** Organising events like Yoga Day, where employees are introduced to breathing exercises and workstation yoga, promotes mental well-being and stress reduction.

Brightsun Travel's celebration of International Yoga Day was a transformative experience for employees as they learned workstation yoga and breathing exercises. This initiative had a positive impact on their mental health by reducing stress, improving focus, and promoting relaxation and mindfulness amidst daily work pressures.





### INITIATIVES TOWARDS MENTAL WELL-BEING

**Sound Healing Sessions:** Hosting sound healing sessions in the workplace provides a sanctuary of calm amidst the daily grind. The soothing vibrations and melodies offer a moment of respite, melting away stress and tension. It's a simple yet powerful way to show that you care about your employees' inner peace.

At Brightsun Travel, the sound healing sessions were greatly appreciated by our team. The serene melodies and calming vibrations allowed us to recharge, easing the pressures of daily workplace chaos.



# Rejuvenating Activities for Employees

**Bring Your Teen to Work Day:** 'Bring Your Teen to Work Day' is like a breath of fresh air at workplaces. It's a chance for the employees to share their world with the next generation, reigniting their own enthusiasm and serves as a great reminder why they're passionate about what they do. Connecting with the kids and their profession in this way does wonders for employees' mental well-being.

'Inspire a Teen to Work in Travel Day' at Brightsun Travel was a heartwarming experience. It gave us a sense of purpose and a mental boost, connecting us with the passion that brought us here in the first place.



## INITIATIVES TOWARDS MENTAL WELL-BEING

**Sponsored Vacations:** Sending employees on sponsored vacations is an investment in their mental well-being, fostering relaxation, rejuvenation, and increased productivity upon their return.

Brightsun Travel offers Familiarisation trips to employees, allowing them to explore and learn about various destinations worldwide.



## INITIATIVES TOWARDS MENTAL WELL-BEING

**Annual Parties and Team Events:** Annual parties and team events provide a much-needed escape, fostering friendships and mental rejuvenation, ultimately enhancing employee morale and well-being.

The team events at Brightsun Travel provides a fantastic opportunity for employees to unwind and build connections with colleagues outside of the work environment, promoting friendly and healthy relationships.



# Work-Life Balance Initiatives

**Flexibility in working hours:** Offering flexible work arrangements allows employees to better manage their personal commitments and achieve a healthy work-life balance.

**Remote work options:** Providing opportunities for remote work enables employees to work in a location that best suits their needs and reduces commuting stress.

**Paid time off policies:** Encouraging employees to take regular breaks and vacations helps prevent burnout and promotes overall well-being.



## Staff Testimonial



“

I never knew that workstation yoga was a thing, but Brightsun Travel's Yoga Day event changed my perspective. I was amazed at how relaxed and centred I felt afterward. It definitely helped me de-stress and improve my mental health.

Now, you can find me repeating those exercises at my workstation whenever I feel a bit overwhelmed.

- Lubna, Marketing Dept. ”

A group of approximately ten people, mostly men, are huddled together in a circle. They are all wearing maroon-colored t-shirts. Their hands are raised and pressed together in the center of the circle, creating a bright light source. The background is dark, and the lighting is focused on the group, highlighting their faces and the texture of their shirts. Some individuals have name tags pinned to their shirts.

# Community and Environmental Engagement



## COMMUNITY AND ENVIRONMENTAL ENGAGEMENT

**Blood donation drives:** Organising blood donation camps within the company premises helps employees contribute to saving lives and fostered a sense of community engagement.

Brightsun Travel's blood donation drive did not only contribute to the well-being of others but also positively impacted employees' mental health, fostering a sense of purpose, fulfilment, and altruism among participants.





## COMMUNITY AND ENVIRONMENTAL ENGAGEMENT

**Tree plantation drives:** Participating in tree plantation initiatives allows employees to contribute to environmental sustainability and create a greener future.

Brightsun Travel's plantation drive helped create a greener environment and had a positive impact on employees' mental health by promoting a sense of connection with nature and a feeling of contributing to a sustainable future.





## COMMUNITY AND ENVIRONMENTAL ENGAGEMENT

### **Donating to underprivileged communities:**

Organising charity events and contributing to underprivileged communities instils a sense of purpose and altruism among employees, making a tangible difference and positively impacting their mental health.

By providing water purifiers to underprivileged communities, Brightsun actively contributed to improving their health and well-being.



## Staff Testimonial

“

Initially, I was a bit hesitant to donate blood, but I decided to participate. I can't express how fulfilling it was to know that my little contribution could potentially save lives. Plus, the positive vibes and everyone hyping each other up at the event gave a big boost to my mental well-being. Kudos to the team for organising such a meaningful event!

- *Bijender, IT Dept.* ”



# **Mental Health Awareness and Support**





### MENTAL HEALTH AWARENESS AND SUPPORT

**Statistics and awareness:** According to a survey conducted by Deloitte Touche Tohmatsu India LLP (DTTILLP), workplace-related stress is considered the primary factor affecting the mental health of Indian employees, followed by financial and COVID-19 challenges.

### MENTAL HEALTH AWARENESS AND SUPPORT

Out of the 3,995 employees surveyed, 80% reported experiencing mental health issues in the past year. However, societal stigma prevents nearly 39% of those affected from seeking help. Interestingly, the survey revealed that 33% of respondents continued working despite poor mental health, while 29% took time off, and 20% resigned to prioritize their mental well-being.

These findings highlight the urgent need for supportive measures and a compassionate work environment to address the mental health concerns faced by employees in India.

**MENTAL HEALTH AWARENESS AND SUPPORT**

**Destigmatise mental health:** Destigmatising mental health in workplaces is crucial for creating a supportive and inclusive environment. It involves promoting open conversations, education, and awareness around mental health issues.

Implementing policies that prioritise employee well-being, provide access to mental health resources, and train managers and staff on handling mental health discussions. Encouraging employees to seek help without fear of judgment and fostering a culture of empathy and understanding can help break down the barriers associated with mental health, leading to a healthier and more productive workforce.



# Helplines and Counselling Support

Here are some mental health helplines and crisis hotlines in India that employees can reach out to for immediate support and guidance. These helplines are staffed by trained professionals who can provide emotional support, information, and referrals to other resources.

# Helpline numbers

Most of these helplines are available 24 hours a day, 7 days a week, so employees can reach out for help whenever they need it:

**AASRA: +91-9820466726 (24 hours)**

**Sneha: +91-44-24640060 (24 hours)**

**Kiran: +91-8001112530 (24 hours)**

**iCall: 022-25521111 (10am-10pm)**

**Jeevan Aastha: +91-9820277555 (24 hours)**

**Voice That Cares: 080-22221111 (10am-10pm)**

**Connecting NGO: 09560500055 (24 hours)**

**NIMHANS Psychosocial Support Helpline: 080-25520470 (10am-10pm)**



If you are an employee who is struggling with your mental health, please know that you are not alone. There are several resources available to help you get the support you need. Please reach out for help if you are feeling overwhelmed or are in crisis.

**Benefits of counselling:** Counselling is a valuable resource that can greatly benefit individuals' mental health, stress management, and personal growth. It provides a safe and confidential space for employees to express their thoughts, emotions, and concerns.





Through counselling, individuals can gain a better understanding of their feelings, develop coping strategies for stress, and explore personal growth opportunities. It offers professional guidance, support, and validation, helping individuals navigate challenges and improve their overall well-being.

By engaging in counselling, employees can enhance self-awareness, improve relationships, build resilience, and ultimately lead more fulfilling lives both inside and outside of the workplace.

## Staff Testimonial

“

The Tree Plantation Drive was not just about planting trees; it was about connecting with nature and doing something meaningful for our planet. Digging the soil, planting those saplings, and knowing that you are part of the growth of new life was incredibly therapeutic. It made me appreciate the beauty of our natural world and gave me a sense of responsibility towards it.

- Parth, Tours Dept.

”

# **Recommended Reading and Resources**



**RECOMMENDED READING AND RESOURCES**

**Mental Health Literature:**

Here are some suggested books covering topics such as mental health, stress management, resilience, and maintaining work-life balance:

**The Mindful Path to Self-Compassion by Christopher Germer and Kristin Neff:** This book teaches you how to cultivate self-compassion, which is essential for mental health and resilience.

**Resilience: The Science of Mastering Life's Greatest Challenges by Steven Southwick and Jeff Davidson:** This book explains the science of resilience and provides practical exercises for building resilience.



## RECOMMENDED READING AND RESOURCES

- **When Things Fall Apart by Pema Chödrön:** This book is a classic on Buddhist psychology and how to deal with difficult emotions.
- **The 7 Habits of Highly Effective People by Stephen Covey:** This book is a classic on personal development and how to achieve success in all areas of your life.
- **The Happiness Lab by Laurie Santos:** This book is based on the popular Yale University course "The Science of Happiness." It teaches you how to use science-backed methods to increase your happiness.



## Staff Testimonial

“

I have to admit, I was a bit sceptical about the Sound Healing Session, but I decided to give it a shot. The gentle sounds and vibrations truly surprised me. It was like a mini vacation for my mind. I felt all my stress and worries melting away. The experience was so rejuvenating, and I left the session with a clear and peaceful mind. It was a real game-changer for my mental well-being.

—”  
- Kavita, Accounts Dept.



# Online resources:

Here are some reputable websites and online platforms offering mental health resources, self-help tools, and guidance for both employees and their support systems.





**Manastha:** This website offers online therapy and counselling services for a variety of mental health conditions. They also have a blog with articles on mental health and well-being. (<https://www.manastha.com/>)

**NIMHANS:** The National Institute of Mental Health and Neurosciences is a leading mental health institution in India. Their website has a wealth of information on mental health conditions, treatments, and resources. (<https://nimhans.ac.in/contact-us/>)

**AASRA:** This organization provides emotional support and suicide prevention services to people in India. They have a 24/7 helpline that you can call if you are in crisis. (<http://www.aasra.info/>)

Prioritising mental health is a journey that requires ongoing support and awareness. By implementing these initiatives and providing resources, Brightsun Travel aims to create a work culture that values and supports the mental well-being of its employees.

If you or someone you know needs immediate assistance, please reach out to one of the provided helpline numbers.



# Quick Links:

- To see our mental health initiatives in action, please watch our video [here](#).
- To read our blog on most serene destinations to visit for mental wellness, click [here](#).
- To subscribe to our weekly newsletter, click [here](#).
- To find out about job vacancies at Brightsun Travel, email [hr@brightsun.co.in](mailto:hr@brightsun.co.in)

Follow us:



The logo for Brightsun Travel features a stylized sun with rays in the upper left, positioned over a light blue map of Australia. The map is surrounded by various green leaves and flowers, including a large yellow flower on the left and a pink flower on the right. The text "Brightsun" is written in a large, dark red, serif font, and "TRAVEL" is written in a smaller, dark red, sans-serif font below it.

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Mental Health Matters