



Your Wellness Is Our Business



LEAP 2026 Issue 1

From Exhaustion to Recovery: Treat Yourself Kindly and Move Forward Gently

2025 has been an emotional roller coaster for many of us. Over the past year, we worked tirelessly and supported one another with resilience. Nonetheless, the relentless hustle and pressure of life often drain us within, leaving us physically and mentally exhausted. For some time, it was challenging to experience true joy, as unresolved emotions persisted and overshadowed even festive gatherings. This affects personal mood, work efficiency and causes emotional fatigue, manifesting as numbness, tiredness, or irritability. While recovery takes time, we can proactively take small, gradual steps forward at both the individual and organisational level.

On a personal level, we can:

1 Acknowledge and Accept Emotions

Write in a journal or talk to a trusted friend, giving voice and labels to your feelings (e.g., "Seeing others suffer makes me feel helpless and guilty"). This is the first step in self-care.

2 Turn Distress into Action

Transform guilt or sadness into actionable items, such as volunteering or reaching out to those around you. This helps ease grief and feelings of helplessness.

3 Allow Yourself to Be Happy

Purposefully reward yourself daily with something, big or small, to please yourself (treating yourself to a nice cup of coffee). This isn't selfish—it's self-nourishment that energises you and helps you live more freely and fulfilled.

4 Recharge Your Weary Mind

If you feel drained, prioritise restoring your energy: maintain a regular routine, keep up with exercise, practise mindfulness, and temporarily put down your phone to reconnect with the present.



Talk of the Town

In the aftermath of unexpected events, managers should continue to support employees' emotions in a compassionate way. This not only nurtures the team through emotional fatigue but also fosters a culture that values mental health.

Here are four practical approaches for managers:

1 Initiate Considerate Conversations

Management can express care through short emails or at the start of meetings, inviting open sharing of feelings. Such kind regards break the silence and pretence of "everything was fine."

2 Organise Small-Group, Non-judgemental Sharing Sessions

Host voluntary 30-minute group sharing sessions (online or in-person) in a safe space. Leaders can lead by example by opening up to their own feelings, showing that "everyone can experience guilt and exhaustion."

3 Access External Resources and Make Psychological Support Readily Available

Invite mental health professionals to give short talks on self-care and encourage employees to engage with the company's Employee Assistance Program (EAP).

4 Encourage Mindful Celebrations

During festive seasons, there are warm, low-key alternatives to large-scale parties: quiet dinners, small thoughtful gifts, or sharing stories of helping others instead of prize draws or performances—illustrating that "it's OK to have some fun without losing respect".



A New Year After the Storm

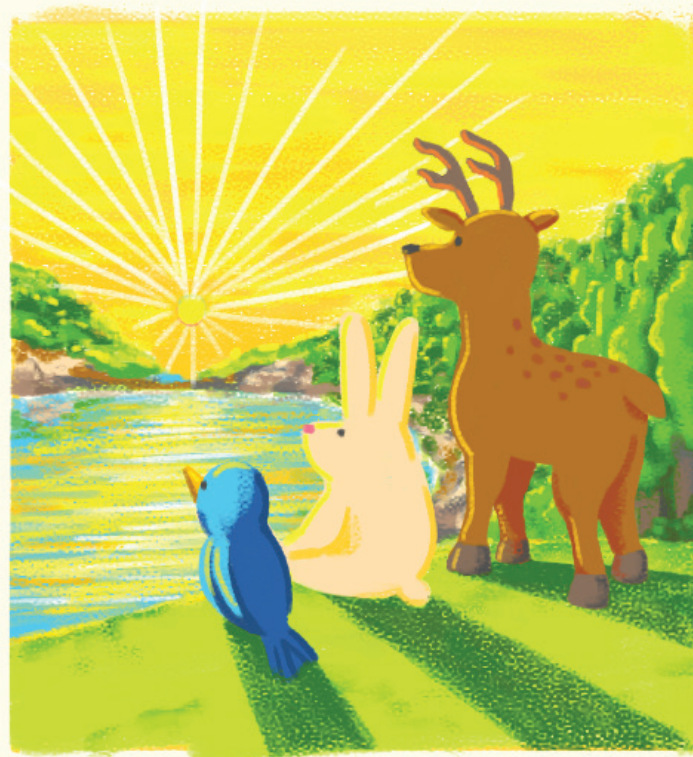
A sudden storm had ravaged the forest, leaving it forever changed. Willow the little bunny felt a profound sense of loss, an emptiness within—her burrow was destroyed, and the silence took a heavier toll on her heart than fallen trees. Each night, she curled up beneath broken branches, with her heart pounding at every rustle. Fear shadowed her constantly.

One morning, she met a Wise Elder Turtle, whose shell was etched with countless scars of time. The turtle didn't speak of the storm but taught Willow to breathe with the wind and listen to the earth's quiet whispers. He said, "The forest is slowly healing, and so will we, the creatures who endured the storm."

Soon, Willow met Lark, a bird who sang soft tunes at dawn, with eyes brimmed with hope. Then came Fern, a gentle, calm deer who sheltered them with his antlers on cold nights. The 3 friends shared simple meals and stories of survival. Willow realised that healing is not a solitary journey but a path of mutual support.

Days passed, and Willow ventured farther. She nibbled fresh sprouts and felt the warm beams of the sun through her fur. Sometimes thunder still startled her, but she recalled the Turtle's words: "Strength gathers in tranquillity." As new grass budded where the storm once raged, Willow found her courage growing too.

When the first light broke at the New Year's dawn, the sky was stained gold. Willow and her friends stood atop the hill. The forest bore wounds, yet it was teeming with life—just like them. She whispered to the wind: "The tempest has passed; a new year has come." Together, they leapt towards the horizon, carrying renewed hope into the year ahead.



Four Dimensions has been awarded by HKMA as Best Managed Organizations

Four Dimensions Consulting Limited has been recognized by the Hong Kong Management Association (HKMA) in the 2025 HKMA Quality Award, as Best Managed Organizations (Small Organizations).

This recognition arrives as we approach our 35th anniversary—a milestone that truly highlights our rewarding journey and ongoing passion for excellence, innovation, and the well-being of the workforce in Hong Kong. Over the years, different corporates have entrusted us as their Employee Assistance Programme (EAP) partner because of our proven professionalism, especially in helping clients navigate crises with quality service and care.

Thank you to all our clients and partners for engaging us as your trusted EAP partner. We stay dedicated to being your trustful resource in promoting employees' holistic well-being, unleashing their potential and inspiring the building of positive organizations in a changing world.





FOUR DIMENSIONS
Consulting Limited
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Company Information

Four Dimensions Consulting Limited (FDC) is a private limited company set up by Hong Kong Christian Service (HKCS) in 2005. Employee Development Service (EDS) of HKCS is the first EAP provider in Hong Kong since 1991. We offer total solutions to assist employees with work/life issues, develop strengths/potentials, increase work engagement and positivity at work, which ultimately enhance organizational excellence and sustainability.



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Four Dimensions Consulting Limited

Course Recommendations

1. Positive Psychology - Open Your Door of Happiness
2. Living with Change
3. Building Resilience with H.E.R.O.
4. Overcoming Burnout
5. Mindfulness - The Art of Living



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