

Members' Digest

Highlights

Alex Acted Early, &
Changed the Outcome

March and Workforce
Health Risk

Preventative Screening Is
Moving Into the Spotlight

If You're Tired Even Though
It's Getting Brighter

March Mental Health
Check-In



Proactive Care as the New Standard

Supporting Workforce Health Under Growing Pressure

Health concerns rarely begin all at once. More often, they develop gradually, through subtle changes in sleep, stress, focus, or energy.

This month, MembersHealth is highlighting proactive care: responding to early signals before they turn into larger disruptions. A brief check-in, preventative screening, or virtual appointment can make a meaningful difference.

You don't have to wait until something feels serious to seek support.

Member Story

Alex Acted Early, & Changed the Outcome

Alex didn't reach out to MembersHealth in a crisis.

He reached out during the early warning signs, and that made all the difference. In late February, Alex noticed energy dropping, sleep becoming disrupted, and stress starting to affect focus and patience at work. None of it felt urgent on its own, but together it signaled something building. Instead of waiting until it became unmanageable, Alex booked a virtual check-in.

Because Alex reached out early, the clinician was able to assess the full picture and intervene before the issue escalated. He received a personalized care plan with follow-up support, helping prevent a more significant setback.

"I thought I had to wait until something was wrong. But this helped me early, and I stayed on track."

Alex's experience reflects what MembersHealth is seeing more often: when members access care early, health disruptions are shorter, recovery is faster, and the impact on work is significantly reduced, for both members and organizations.

Feeling run-down or overwhelmed lately?

Support is available, and it can start with a quick conversation.

MembersHealth makes it easy to connect with care, explore helpful resources, and build a plan that fits your life.

Reach out today to book a virtual appointment or find the right support.



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What We're Hearing

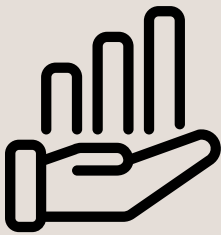
March and Workforce Health Risk

March marks a transition for workplaces, but it's also when pressure quietly intensifies.

As organizations move into Q2, workloads increase and performance expectations rise. At the same time, many members are still carrying winter fatigue, with recovery lagging behind demand.



The result is a compounding effect that often goes unnoticed:



- winter fatigue lingers longer than expected
- stress accumulates quietly rather than sharply
- early health concerns are postponed in favour of “pushing through”
- the impact doesn't show up immediately, it appears weeks later

Why This Matters

When care is delayed, the impact rarely stays small. Concerns that feel manageable can escalate, especially when pressure continues and recovery is limited. By the time support is sought, disruption is often greater. Members who postpone care during high-demand periods are more likely to experience escalation in the months that follow, when resilience is already reduced.

What This Looks Like at Work



- longer and more disruptive sick leaves
- increased mental health-related claims
- rising benefit utilization and strain on supports
- reduced productivity, engagement, and team stability

What's Changing Now

Preventative Screening Is Moving Into the Spotlight

What We're Seeing

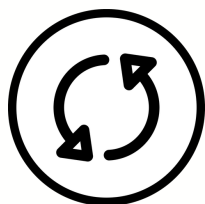
Preventative screening is gaining attention because it reflects how health disruption actually develops, gradually, quietly, and long before a crisis occurs.

Across workplaces, organizations are recognizing a consistent pattern: most absences and extended health issues don't begin with a sudden event. They begin with small, manageable changes that go unnoticed or unaddressed until they escalate.

Preventative screening helps shift care earlier, when action is simpler and outcomes are better.

You don't need to feel "unwell enough" to check in. Early action can make a real difference.

Why This Shift Is Happening:



- Technology is increasing visibility into health patterns
- Earlier intervention leads to better outcomes
- Delayed care increases both health and financial impact
- Chronic conditions now drive the majority of health burden
- Personalization is becoming standard

What You Can Do

Preventative screening starts with paying attention to small changes. If you've noticed shifts in your energy, sleep, stress, or physical comfort, consider booking a routine check-in, even if nothing feels urgent.

Stay up to date with recommended health screenings and ask questions early. Support works best before a concern becomes disruptive.

What MembersHealth Is Doing

Discovery+ was developed by our National Medical Leadership Team to provide early, personalized insight into your health.

Through physician-led assessments and comprehensive screening, it helps identify risks before they become disruptive, and delivers a clear, tailored care plan with coordinated support.

Earlier awareness, personalized action, and greater confidence in managing your health.

Spring Fatigue

If You're Tired Even Though It's Getting Brighter

Spring is supposed to feel energizing. Longer days. More light. Fresh starts. But many people feel the opposite:

- Foggy
- Unmotivated
- Irritable
- Emotionally flat

If that's you, you're not behind. You may be experiencing spring fatigue.



What's Happening?

Circadian rhythm shifts

Longer days and daylight saving time can disrupt your internal clock, affecting sleep quality.

Hormone changes

Melatonin decreases and serotonin rises as daylight increases, but the transition can temporarily impact mood and energy.

Evening light exposure

More light later in the day can delay sleep and reduce restfulness.

Seasonal allergies

Pollen and allergens can interfere with sleep and drain energy.

Circulatory adjustment

Warmer temperatures dilate blood vessels and shift blood pressure, requiring your body to adapt.

What You Can Do

Spring fatigue usually resolves within a few weeks, but there are ways to support your body through the transition

Get morning sunlight

Natural light soon after waking helps reset your internal clock and supports energy and mood rhythms.

Prioritize consistent sleep

Try to keep your bedtime and wake time stable, and reduce bright light right before sleep.

Stay active

Gentle movement like walking or stretching helps circulation and boosts alertness.

Hydrate and nourish your body

Balanced meals, fresh fruit and veggies, and plenty of water fuel your energy systems and support adaptation.

March Mental Health Check-In

Support Starts Early

This month, we're focusing on proactive care, responding to early signals before they become symptoms.

We're used to taking action when something breaks, when exhaustion turns into burnout, when stress becomes panic, when low mood becomes unmanageable. But mental health is maintained the same way physical health is, through early attention, not emergency repair.

Small adjustments made early are far more powerful than major interventions made late.



March is a good month to ask:

- Where am I running on reserve?
- What feels heavier than it needs to?
- What small shift would support me right now?

It doesn't have to be dramatic. It just has to be intentional. Mental wellness isn't about waiting until you can't cope. It doesn't have to be dramatic. It just has to be intentional.

Proactive care might look like:

- Protecting sleep before it's disrupted
- Setting one boundary before resentment builds
- Scheduling support before you're overwhelmed
- Lightening expectations before motivation crashes

Mental wellness isn't about waiting until you can't cope. It's about maintaining your capacity, consistently, quietly, early. If you've been holding it together, this is your reminder: You don't need to be in crisis to justify care.

Prioritize Your Health Today

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This newsletter provides information only and is not a substitute for professional healthcare advice. We highly recommend individuals facing any health concerns, including symptoms related to mental well-being, to seek advice from their healthcare practitioner.