

# NEELY EAP

August 2021

## NEWS LETTER

GET THE MOST FROM YOUR  
EMPLOYEE ASSISTANCE PROGRAM



### WELCOME

We are so pleased to be your employee assistance provider. Employee Assistance Programs (EAPs) are a first-line response to providing prevention and short-term problem resolution services. We provide short-term counseling services, seminars, legal services, and financial advice, all FREE of charge to you. Each month our newsletter will be packed full of wellness information and updates about upcoming seminars and webinars.

### AUGUST'S SEMINAR

Please join us for our live seminar **Navigating Difficult Personalities**. This seminar will help you gain additional tools and strategies to remain resilient through these difficult times.

August 12<sup>th</sup> @ 3pm

[Click Here  
Registration](#)

### UPCOMING QUARTERLY WEBINAR

**Improving Leadership through  
Communication & Delegation**

Available August 30<sup>th</sup>

# Taking Care of Yourself During Transitions

Roxanne Collins

Summer is coming to an end as the pandemic environment continues to shift and settle. Folks are returning to work in person, while others are settling in with the idea that they will not be returning to their offices. Students are getting ready to return to school and will enter an environment drastically different from the ones they entered in the past. These are just a couple of the transitions many of us experience. Transitions can have an impact on our mental health. For example, a study conducted by the **National Library of Medicine** concludes those who have suffered economically from the pandemic transitions experienced moderate levels of psychological distress. Those with high-risk family and friends experienced an even steeper decline in mental health, making this time of change difficult for most of the population.

Transitions take place in the space and time, where we move from one thing to another. We flow through a multitude of changes in our daily lives. Some of them occur seamlessly, and we are hardly aware of them. Others are dramatic events that bring about massive levels of distress. Many are in the middle of the two extremes and may cause distress more covertly. Irritability, unexplainable mood swings, change in sleep patterns or appetite, along with many other symptoms, may be clues that you are being affected by a transitional stage.

As you move throughout life, be mindful of transitions that take place. According to **studies conducted by Berkley University**, the simple act of mindful attention to the events and shifts in your life can help you manage them in more healthy ways. For example, speaking positive words and practicing gratitude can improve mental health. As these changes cross your mind, pay attention to how your body responds. Simply noticing a reaction can help you settle your nerves by focusing on the part of your body that responds.



Some of the predictable cyclical transitions in our lives yield similar results year after year. If you feel the same undesirable feelings time after time, try rewriting the narrative of the event. Our minds are powerful tools. Telling yourself a new, realistic, and honest story can have a significant impact on your well-being. Instead of saying to yourself: "School is going to be so hard for the kids this year." Try a statement like, "School is going to be an adventure for the kids this year." **Words have power**, and small shifts in how we use them can make a significant difference.

Many things that happen around us are beyond our control. Try to find joy, peace, or something positive in each moment instead of focusing on things beyond your control. Winter comes every year. Therefore thinking about how much we dislike it will not make it go away. But focusing on the moments we are content with during the season, makes it more tolerable and gives it less power over us.

Many things that happen around us are beyond our control. Try to find joy, peace, or something positive. The future is generally uncertain. When transitioning to something new, keep in mind that there may be trial, error, and possibly failure periods. Be gentle with yourself and others as a new rhythm is established. The way you envision your return to the office may be very different from the reality that greets you when you enter your building for the first time. Be flexible, and you will stretch and bend in a way that fits with your new space.

Keep in mind that as you are transitioning, so are others around you. Allow others to experience the symptoms of transitional discomfort and try not to take interactions personally. If you are a parent and your students are returning to campus this year, understand that the environment is different for them. Their regular study habits and routines do not exist anymore. They will have to reestablish new norms and need space to bend and stretch to fit their new spaces.

Talk to safe people about how you are feeling during transitions and welcome them to express themselves to you. Sometimes understanding that others are having a difficult time helps us empathize and feel like we are not the only ones struggling. If someone close to you exhibits behaviors that lead you to believe they may be struggling with a transition, ask them about it. Simply asking someone how things are going is a common way to begin these conversations.

As we all begin shifting our ways of working and learning, keep in mind that these transitions take place regularly in our lives. Being aware of how we are feeling and communicating with others are tools to help us stay mentally and emotionally healthy during these times. Be gentle, flexible, and speak truthful, positive words to yourself and others.

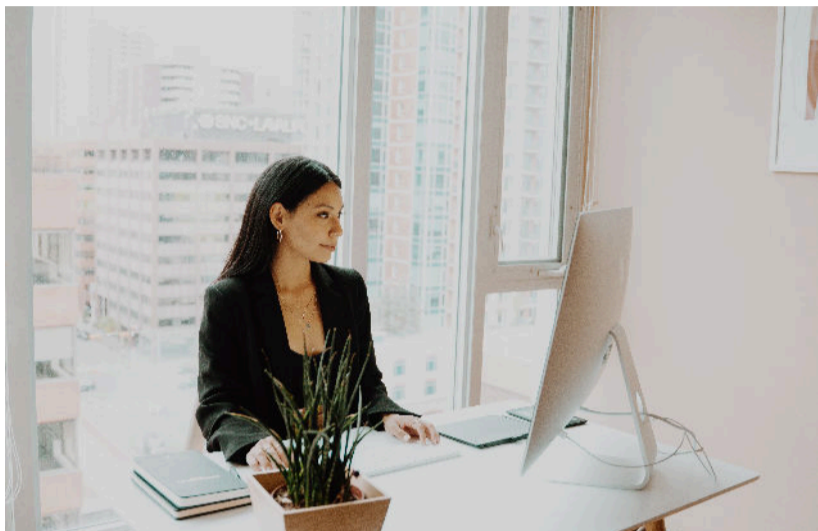
Remember, you have a free "Couch-Time Check-In." Everyone deserves a little couch time.

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# Gender Equality in the Workforce Post COVID

By Natasha Eckelbarger



In honor of National Women's Day (August 9th) and National Women's Equality Day (August 26th), We're examining how COVID-19 has impacted women in the workforce. We know that working women wear many hats. But, unfortunately, society loves to provide unrealistic expectations of a working mom, wife, sister, daughter, or friend.

The pandemic has affected countless lives around the world, including the lives of working women. Women account for **thirty-nine percent of global employment but fifty-four percent** of total job loss since the pandemic began. While women being disproportionately affected in a professional setting isn't new, the pandemic has brought the issue into the limelight and proved how inequality in the workforce affects everyone.

## Working Women and COVID-19 Economic Factors

During the pandemic, women's jobs are around two times more vulnerable than men's. This is mainly because the virus increased unpaid care provided by women, i.e., childcare, household duties, and familial responsibility. With around 10 million mothers of young children in the workforce in 2019, it's easy to see how women are struggling to maintain their careers while caring for their children almost full time, as well.

The inefficient childcare sector was struggling before the pandemic, so it's no surprise that childcare has collapsed over the past year, causing more strain on working moms. While women leave the labor force to care for their families, around \$65 billion will be lost on wages and economic stimulation per year.

The child care crisis is quickly growing, leaving working women to juggle impossible expectations and professional repercussions. Of course, the stress of being a woman in the workforce is apparent and growing.



## Gender Equality Benefits Us All

Because of the adverse effects of COVID on working women, by 2030, our GDP could be \$1 trillion lower if no action is taken. This means less money in women's pockets, leading to higher levels of hunger, less economic stimulation in small communities, and **fewer employees working essential jobs**. Gender equality in the workforce benefits everyone, but stabilizing the childcare sector is the first step. Along with addressing the childcare issues, we need more comprehensive work/family policies that protect the interest of working women.

If you've experienced mental strain as a working woman or working mom, don't be afraid to reach out for help, practice self-care, and use healthy coping techniques. Our society benefits significantly from the sacrifices you make, and without curing the inequality within the workforce, our community could face extreme social and economic repercussions. A huge thank you to all the working women who support our nation.

Remember, you have a free "Couch-Time Check-In." Everyone deserves a little couch time.

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## WHAT CAN MY EAP DO FOR ME?



### About Logo

For decades enslaved African Americans look to the North Star for hope, inspiration, and freedom. Neely EAP (NEAP) provides the hope that your situation will improve, the inspiration to move you in the right direction, and the freedom to live your best life.

At Neely EAP, we understand the challenge of balancing work and life stresses while staying mentally healthy. That's why we've partnered with your employer to offer you the following services, free of charge:

- 24/7 Hotline, Access to Confidential Services
- Short-Term Counseling *Couch Time Check-In* (preventive annual counseling session)
- Legal and Financial Assistance
- Wellness Trainings
- Online Employee Training Vault
- Critical Incident Stress Debriefing
- And more. log in online at [www.neelyeap.com](http://www.neelyeap.com)