

NEELY EAP

GET THE MOST FROM YOUR EMPLOYEE ASSISTANCE PROGRAM

JANUARY 2022



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.

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UPCOMING QUARTERLY WEBINAR

What is Diversity and Inclusion?

Feb 3rd @3PM

[REGISTER HERE](#)

JAN'S SEMINAR

Please join us for our live seminar "Staying Engaged And Motivated While Working Remotely." This seminar will help you flourish working remotely.

JAN 13TH @3PM

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New Year's Resolutions: How to Keep Them?

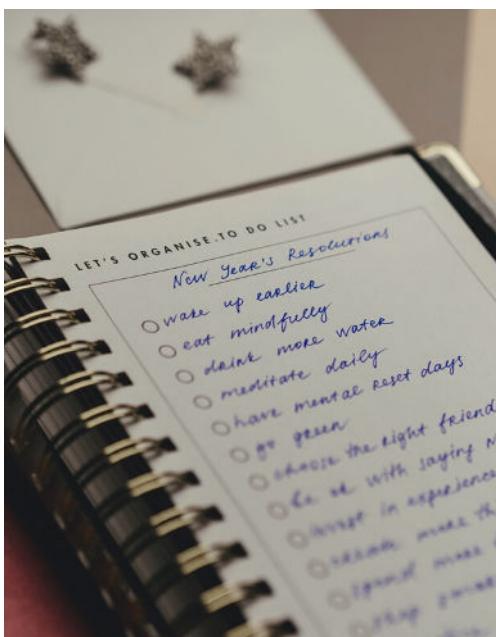
by Jayde Walz



It's the New Year and with that comes the common practice of New Year's resolutions. Many common ones include losing weight, eating healthier, quitting a bad habit, exercising more, or starting a new hobby. We often make these resolutions because we recognize there's a way to better our lives and a new year seems like the perfect time to start.

While making New Year's resolutions are fun, they are often hard to follow through on. Life gets in the way again after the holidays and cooking healthy meals and going to the gym every day can become challenging.

When we set goals and don't achieve them, it can take a toll on our mental health. We may be upset with ourselves, the unchanged behavior can lead to depression and anxiety, and we may develop lower self-esteem. So how can we make and keep resolutions? Research published in the *Personality and Social Psychology* journal found that while participants believed both enjoyment and importance mattered for successful resolutions, only enjoyment predicted perseverance in goals. Essentially, it is incredibly important to find joy in your resolution because that will be the best predictor of maintaining the resolution.



Here are some tips for making your New Year's resolutions:

- Be realistic. A goal that is unrealistic may lead to not accomplishing the goal, which can lead to feelings of lower self-efficacy.
- Be specific. If your goal is to "lose weight" make how you are going to do that a part of your goal. For example, "I want to lose weight by exercising for an hour three times a week".
- Tell other people about your resolution! When we tell other people, those people may cheer us on and we may feel more inclined to achieve the goal.
- Don't get down on yourself. Making a change is difficult, and it won't be a smooth road. Don't let those bumps deter you from getting back up and trying again.

References: <https://www.psychologytoday.com/us/blog/slightly-blightly/201712/psychology-explains-new-year-resolutions-hits-and-misses>

Motivation and Working From Home

by Jayde Walz



Since the start of the COVID-19 pandemic, many businesses have had their employees work from home. Working from home can be great and offers a lot of flexibility. However, one challenge many people who work from home face is motivation. Unlike the structure an office brings, our home offers the temptation of comfort. So how do we find motivation when we're working from home?

Psychology Today explains that a lack of motivation can lead to mental illness such as depression. It can also cause us to struggle with purpose and direction in life. Because of this, it's important to maintain our motivation in all aspects of our life. There are two main types of motivation, intrinsic and extrinsic. Intrinsic motivation is defined as doing something, or being motivated to do something, based on it being rewarding to yourself. Extrinsic motivation is doing something due to external motivation or rewards. Phil Sennett of Rochester University explains that intrinsic motivation is typically more effective because it leads to a sense of fulfillment when you complete goals while extrinsic motivation can lead to burnout. The autonomy of working from home can lead to more intrinsic motivation as you are able to manage your own time and surroundings to best suit your needs.

So how can you stay motivated while working from home? Here are a few ideas to get you started:

- Create a daily checklist of things you need to get done
- Take time to figure out the best approach to accomplishing what you need to accomplish
- Call up a coworker so you don't feel isolated while working
- Allow yourself to take a 5-minute break every now and then

The pandemic has shown many businesses that working from home is a viable option that may continue to be used even as things return to normal. Staying motivated is not just beneficial for the business, but for yourself and your mental health. If you find yourself losing motivation, try some of the above tips. If those don't work for you, explore some other options or speak with a therapist through your EAP benefits.

Learn more about this topic in the January webinar **"Staying Engaged And Motivated While Working Remotely"**

Register here

www.neelyeap.com



References:

- Motivation and Mental Illness: <https://www.psychologytoday.com/us/basics/motivation>
- Intrinsic and Extrinsic Motivation: <https://www.rochester.edu/emerging-leaders/understanding-intrinsic-and-extrinsic-motivation/>

January 2022



WHAT CAN MY EAP DO FOR ME?



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

About our logo

For decades, enslaved African Americans looked 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.

www.neelyeap.com

