

NEELY EAP

GET THE MOST FROM YOUR EMPLOYEE ASSISTANCE PROGRAM

MARCH 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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WELLNESS SEMINAR

Please join us for our live seminar "Managing The Stress Of Constant Change." This seminar will help accept and deal with change that's inevitable.

MAR 10 @3PM

[REGISTER HERE](#)

QUARTERLY WEBINAR SERIES

Courageous Conversation about Diversity?

May 5th @3PM

[Opening Soon](#)

Change: The Good, the Bad, the In-Between

by Jayde Walz

Change is inevitable. It can happen in the small or substantial ways. We may experience job changes, the loss of a loved one, a shift in our work schedule, or a move across the country. With change comes many emotions. Some may feel excited or relieved about a change, while others may feel overwhelmed. How we experience emotions due to change can vary in many ways:

- Events such as the loss of a loved one leave most people sad. However, the level of sadness may vary based on how close you were to the one you lost.
- A change in one's work schedule could go either way. You may be incredibly excited that you no longer have to wake up at 5 AM, or you may be upset that you won't be able to pick your kids up from school anymore.
- A new job can also go either way. If your new job is better suited for you or pays better, you may be excited to start something new that will improve your quality of life. On the other hand, you may feel overwhelmed if you get let go from a good job and begin a career that doesn't match your skillsets.

Long story short, emotions from life changes are complicated. Because of this, it's hard to define what is good and what is bad strictly.

In general though, change can push us towards growth as we learn to adapt to our changing world and adopt new viewpoints we may have never otherwise known.

We may meet new people that become our best friends or even our spouses. We may find we are happier in a job we never thought we would like. It's impossible to fully tell what a change may bring but expect to grow in some way from it. Now, this perspective may sound complicated when you are amidst a difficult change, and that's okay! But there are steps you can take to ease the changing process (HBR):

- Talk about problems more than feelings; look for practical advice or assistance rather than attempting to work through change on your own through the strict expression of emotion.
- Don't stress about stressing out! Instead, when you feel stressed, ask yourself what the end goal of your stress is and work towards that goal.
- Focus on your values instead of your fears. Remind yourself of what hasn't changed, your love for your family, your love for yourself, an achievement you have had, and so on.
- Accept the past but fight for the future. Unfortunately, we can't always control change, and it may have adverse effects even when we can. Accept the change and focus on what you can do to fight for your future.
- Don't expect stability. Again, change is inevitable; if we accept that and anticipate change, change can be easier to manage.

Whether you are currently experiencing a significant change or not, try utilizing the strategies above to help you move forward from change or prepare for change. Being proactive rather than reactive is often incredibly beneficial. Take steps today to better the course of your life!

Check out more in our monthly seminar "Managing The Stress Of Constant Change" on March 3rd!

Register Here

References:

HBR: <https://hbr.org/2016/09/how-to-get-better-at-dealing-with-change>



Women and Mental Health

by Jayde Walz

March is Women's History Month! Women's History Month is an annual declared month that highlights the contributions of women to events in history and contemporary society. Women face unique challenges in society compared to men; sexism, lack of women in power, unequal pay, and expectations surrounding motherhood, to name a few. These factors can contribute to the prevalence of mental health difficulties in women. One in 5 women experiences mental health difficulties compared to one in eight men. There are several contributing factors in addition to the ones mentioned before (agenda):



- 53% of women who have mental health problems have experienced abuse
- 78% of women who have faced extensive physical and sexual violence have experienced life-threatening trauma, and 16% have PTSD from it
- 36% of women who have faced extensive physical and sexual violence in both childhood and adulthood have attempted suicide, and 22% have self-harmed
- 75% of mental health issues are established before the age of 24
- 25.7% (and potentially more) young women have self-harmed

These statistics are astounding and are unfortunately worsened by other factors such as socioeconomic status and race/ethnicity. For example, women in poverty are more likely to face mental health difficulties, with 29% of women in poverty experiencing a common mental health disorder compared to 16% of women not in poverty. In addition, 29% Black women, 24% Asian women, and 29% mixed-race women have a common mental disorder, compared to 21% White British women and 16% White other women. With this knowledge, what can we do to support women, and how can women help themselves? While we might not be able to change many risk factors, there are some things women can do to reduce the risk or impact of mental health difficulties (WC):

- Exercise regularly
- Practice mindfulness
- Strive for 8 hours of sleep per night
- Express gratitude for things and people in your life
- Say positive things about yourself and others
- Make new friends and connections
- Participate in activities you enjoy

While not all of these are possible with our busy lives, taking what time you can to engage in self-care can go a long way. It's also important to encourage women to talk about their mental health and help provide guidance to receive assistance to live their best lives.

Learn more from the quarterly seminar: What is Diversity and Inclusion?

Click to view On Demand Webinars

References:

agenda: <https://weareagenda.org/womens-mental-health-key-facts/>
 WC: <https://womenscarefl.com/health-library-item/habits-to-improve-mental-health-for-women/>





WHAT CAN MY EAP DO FOR ME?



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.

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
- Work life referrals for adult care, childcare, pet care and more
- Wellness Trainings & Online Employee Training Vault
- Critical Incident Stress Debriefing

