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MAY 2022



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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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Please join us for our live seminar "Overcoming the Fear of Failure"

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Conquering Fear of Failure

By: Jayde Walz

We all have some sort of fear. Maybe you're afraid of spiders or tight spaces. Some fears, however, run deeper than common phobias. One of the most common of these fears is the fear of failure. We may get scared that we'll lose our job, we won't be able to finish a project, or we will let down someone who means a lot to us. All these fears are based on failure and the fear of what will happen if we do not succeed. The fear of failing runs deep, but there are ways to combat it.

Dr. Theo Tsaousides (2018) explains that "fear of failure is the intense worry you experience when you imagine all the horrible things that could happen if you failed to achieve a goal." Having this fear increases your potential to hold back or give up. However, succeeding in a goal is done by limiting the hold fear has over you. Dr. Theo Tsaousides offers the following tips for overcoming the fear of failure:

- **Redefine failure as discrepancy** - Determine what is truly in between you and your goal, and then work to eliminate those on your path to success.
- **Distinguish between real and imagined threats** - We often fear imaginary threats, things that seem threatening but don't pose a risk to our survival. Make a note of these imaginary threats in your life.
- **Create promotion rather than prevention goals** - Redefine your goals to promote a positive outcome rather than avoid a negative result.
- **Expect a good outcome, but do not become attached to it** - If something out of your control happens or a goal you set is not achieved, you are less likely to define it as a failure if you're not overly attached to it. Re-evaluate and redefine your goals realistically as time goes on.
- **You are strong, and you can prevail** - Fear of failure can produce feelings of shame, embarrassment, and low self-esteem. Take care of your mental well-being and believe in yourself.



Now it's easy to read Dr. Theo Tsaousides's tips, but it's much harder to apply them to real-life situations. So, let's give it a try. Say you are tasked with preparing for a presentation. You are terrified of what will happen if you don't finish the PowerPoint or do it perfectly. What if your coworkers question your ability? What if your boss fires you? The rabbit hole of fear is easy to go down. Using the tips above, you could do the following: 1) Check if you have all you need to create the PowerPoint successfully. If you don't, ask some coworkers for assistance. 2) Is it realistic you will be fired for one mistake? Not likely. Recognize the imagined threats. 3) Redefine your thinking to say, "I want to truly convey my points with this PowerPoint," not "What will happen if this PowerPoint isn't good enough?" 4) Expect your PowerPoint will be good but do not expect it to be life-changing. It's one step in a larger picture. 5) Believe in yourself and your abilities. You know the material; you can do it!

For more information on how to manage the fear of failure, check out the Drop the BS Podcast with Dr. Kirleen! Episode 77: Stress Management 101 and Episode 65: Success Requires You to Anticipate Resistance take you in session to reduce stress and fear and increase your success!

Tune into the upcoming live monthly Wellness Seminar: Overcoming the Fear of Failure

[Register Here](#)

References:

Dr. Theo Tsaousides (2018): <https://www.psychologytoday.com/us/blog/smashing-the-brainblocks/201801/how-conquer-fear-failure>

Let's Talk About Mental Health

By: Jayde Walz

May is Mental Health Awareness Month. This month brings awareness to the reality of living with a mental illness, fighting the stigma, and advocating for change to support those with mental illness. As of 2020, 1 in 5 U.S. adults experienced mental illness, and 1 in 20 U.S. adults experienced severe mental illness (NAMI). However, only 46.2% of adults with mental illness and 64.5% of adults with a serious mental illness received treatment in 2020.

Mental health is incredibly stigmatized. Those with a mental illness are often viewed by society as incapable, unworthy, or undeserving of assistance or accommodation. This makes many people feel that they must hide their mental illness, often preventing them from receiving the treatment or accommodations to live their best life. There are also ripple effects of mental illness (NAMI)

- Those who have depression have a 40% higher risk of developing cardiovascular & metabolic diseases.
- 32.1% of U.S. adults have also experienced a substance use disorder.
- About 8.4 million people in the U.S. provide care to an adult with a mental illness and often spend about 32 hours a week providing this care on top of their daily life.
- Serious mental illness causes \$193.2 billion in lost earnings each year.
- 20.8% of people experiencing homelessness are battling a mental illness.
- Depression is the leading cause of disability across the world.

The impact of mental illness is far-reaching. But what can you do if you are experiencing mental illness? Or know someone dealing with an issue? Receiving help for yourself or helping those you know to receive it is the most important thing you can do. Mental health treatments can be incredibly beneficial and life-changing, such as counseling or medication. If you are struggling, try to find a counselor or doctor to talk to, and if you are struggling to make an appointment, ask a family member or friend to help make it for you. If someone you know is having trouble, talk to them about it and ask how you can help. Provide them with a list of counselors in their area. Maybe call ahead of time to get some information for them. There is no one right way to get started on the path to treating mental illness; a start is a start. If you don't know anyone experiencing mental illness, there are still ways you can help. Volunteer at local shelters in your area, donate to research or find a career in social services. Anything you can do will impact more lives than you know.

Key Takeaway:

Mental illness may be inevitable for some, but there are ways to cope with it, treat it, and live a fulfilling life. If you're struggling, try to find some help in your area. If someone you know is, encourage them to seek help, and if neither applies to you, try to give back to your community in some way. Those with mental illness deserve to live their best life too.

Your EAP, www.neelyeap.com, is an excellent resource to help you or a family handle an issue.

For more information about mental health treatments, particularly counseling, check out the episode 51 of the Drop the BS Podcast with Dr. Kirleen: *Are you Considering Therapy? Here's What You Need to Know!*



References:
NAMI: <https://www.nami.org/mhstats>



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

