

# NEELY EAP

GET THE MOST FROM YOUR EMPLOYEE ASSISTANCE PROGRAM

JUNE 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.

24/7 Helpline: 866-212-6096  
For TDD: 800-735-2989  
Email: [admin@neelyeap.com](mailto:admin@neelyeap.com)  
Web: [www.neelyeap.com](http://www.neelyeap.com)



## WELLNESS SEMINAR

Please join us for our live seminar  
"Bridging the Generation Gap:  
Navigating Five Generations in the  
Workplace"

JUNE 9TH @3PM

[REGISTER HERE](#)

## QUARTERLY WEBINAR SERIES

Inclusive Leadership

SEPT 8TH @3PM

[REGISTRATION  
OPENING SOON](#)

## Finding Your Voice

By: Jayde Walz

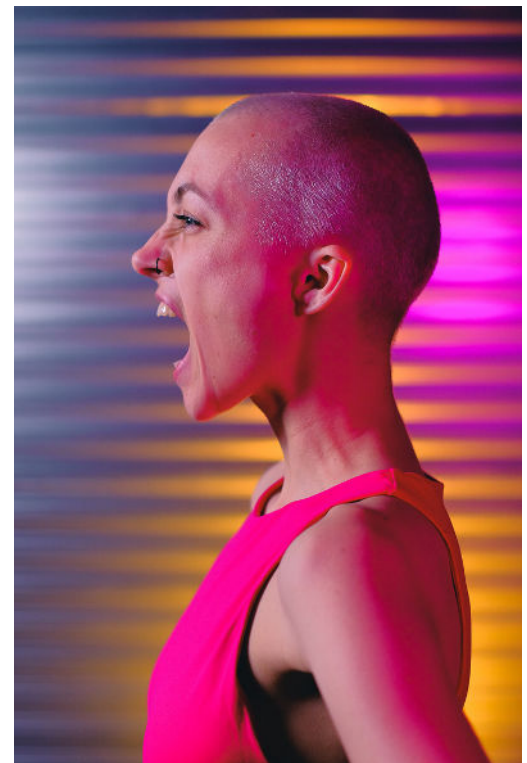
Finding your voice is the ability to express who you are, what you need, and how you live your life. Whether it's verbal, written, sign language, or any other means of communication, your voice is a vital aspect of expression. It allows you to connect with others, stand up for yourself, find a new path in life, and much more. However, the sad reality is that many people speak, but not enough use their voice. In the workplace, not being able to express yourself adequately can make for an uncomfortable, unsatisfying, and stressful work environment. Working to find your voice outside of work will directly translate to a more fulfilling work experience in which you are indeed able to express yourself.

Dan Cumberland is a writer and podcaster. In an article titled "The Secret to Finding Your Voice," he explains his journey to finding his voice. He explains that finding your voice isn't really "finding" it but discovering more about yourself. This is meant by the idea that many people speak but do not use their voice. For many of us, we may not have taken the time to truly learn about ourselves, what we want and need, or what we want to achieve. We may get caught up in the happenings of day-to-day life and not realize there's more to ourselves than even we know. This is why it is essential to be with yourself and evaluate where you are in life and where you want to go.

The second point that stood out from Dan Cumberland was, "The real work is letting your voice speak and letting it be good enough." While some may genuinely not know what their voice is, others do but fear using it. This is often due to fear; fear of failure, fear of rejection, fear of losing your job, to name a few. Fear is limiting, and it thus limits our voice.

Therefore, it's essential to work through your fears and allow your voice to be good enough to use. Finding your voice and letting your voice be good enough are both daunting tasks. Below are a few tips to help you get started:

- Take 10 minutes a day to journal. Even if you don't know what to write, set aside the time. Write anything and everything that comes to mind. If nothing does, keep that time set aside to spend with your thoughts until the words come. This will help you get to know yourself better.
- See a counselor with your EAP benefits. Explain to your counselor that you want to find your voice or work through fears that prevent you from using it. An outside perspective is often helpful in working through difficulties.
- Start by using your voice with those close to you and work your way up. This might look like telling your friend you need to cancel your weekly lunch together because you are overwhelmed and need time to yourself.



Your voice is essential, and it deserves to be heard. So start living your truth, even if its just one step at a time. Learn more by listening to episode 76 of the Drop the BS Podcast with Dr. Kirleen: "[Why Are You Still Playing Small? w/ Joy Sutton](#)"

#### References:

Dan Cumberland: <https://thmeaningmovement.com/finding-your-voice/>

## PTSD Awareness Month: What is it and how is it caused?

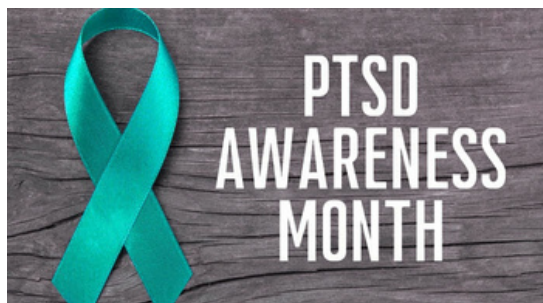
By: Jayde Walz

June is Post-Traumatic Stress Disorder (PTSD) awareness month. PTSD, as defined by the American Psychological Association, is “an anxiety problem that develops in some people after extremely traumatic events, such as combat, crime, an accident or natural disaster.” When we hear about PTSD, we often think of soldiers coming back from combat. While there is an unfortunate number of veterans with PTSD, over the past 13 years, other events that cause PTSD are often overlooked. Unfortunately, ignoring these causes can have devastating effects. Untreated PTSD, like many other mental health difficulties, can lead to issues relating to the quality of life, unemployment, housing stability, and much more. Recognizing all causes of PTSD is essential to avoid these consequences for those who have PTSD from a non-combat cause.

So what else can cause PTSD? The short answer is essentially anything that one could experience as traumatic. Outside of combat experience, the most common causes of PTSD include childhood abuse, sexual violence, physical assault, being threatened with a weapon, or being in/experiencing an accident (Mayo Clinic, 2018). Other less common causes can include intimate partner violence, abuse experienced as an adult, or a natural disaster such as a tornado or earthquake. It’s important to note that not everyone who experiences a traumatic event will develop PTSD. Some common risk factors that increase the likelihood of PTSD (Mayo Clinic, 2018) are:



- Experiencing intense or long-lasting trauma
- Having experienced other trauma earlier in life, such as childhood abuse
- Having a job that increases your risk of being exposed to traumatic events, such as military personnel and first responders
- Having other mental health problems, such as anxiety or depression
- Having problems with substance misuse, such as excess drinking or drug use
- Lacking a good support system of family and friends
- Having blood relatives with mental health problems, including anxiety or depression



**Your EAP is a good starting point for an initial assessment. Help is only a phone call away.**

### When should you seek treatment for PTSD or recommend treatment for a loved one?

Mayo Clinic explains that you should seek treatment if "you have disturbing thoughts and feelings about a traumatic event for more than a month, if they're severe, or if you feel you're having trouble getting your life back under control." These thoughts and feelings can be flashbacks to the event, nightmares, or thoughts of wanting to hurt yourself, to name a few. If you or a loved one is experiencing PTSD symptoms, help is there.

#### References:

NIH - <https://www.ncbi.nlm.nih.gov/pmc/articles/>  
 APA - <https://www.apa.org/topics/ptsd>  
 Mayo Clinic - <https://www.mayoclinic.org/diseases-conditions/post-traumatic-stress-disorder/symptoms-causes/syc-20355967>



## 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

