

NEELY EAP

GET THE MOST FROM YOUR EMPLOYEE ASSISTANCE PROGRAM

JULY 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
"How to Stop Fights and
Arguments At Work And At Home
FOREVER"

JULY 14TH @3PM

[REGISTER HERE](#)

QUARTERLY WEBINAR SERIES

Inclusive Leadership

SEPT 8TH @3PM

REGISTRATION
OPENING SOON

How to stop fights and arguments at work and at home

By: Courtney Garcia-Echeverria

People encounter fights and arguments more often than we would like; unfortunately, they can sometimes get out of control. If you know the proper signs to look for, fights and arguments can often be avoided. Escalation and de-escalation are very important in argument resolution. What are escalation and de-escalation? In a conflict, escalation would be when you see a rise in intensity, possibly anger. So de-escalation in conflicts would decrease the intensity of the argument. In an argument, it is vital to recognize the signs of escalation to know when it is a healthy time to start de-escalation techniques. Ahead, you will find signs of escalation, ways to de-escalate, and how counseling can better help you develop these skills.

Signs of escalation

Here are some verbal and non-verbal cues to recognize if the conflict is escalating:

- Tightening of the body (fist, jaw, etc)
- Change in tone and eye contact
- Moving arms away from the body and puffing chest out

Ways to de-escalate

- Breathe. As simple as this technique sounds, it is crucial in helping calm yourself down. When dealing with emotional thinking vs. rational thinking, our emotion often clouds our judgment.
- Don't bottle it up. Your feelings will always come out. Whether it is right when you feel them, or sometime later, the best thing is to voice them, talk about them, resolve them, and move forward. When we bottle up our emotions, we often get frustrated and angry.
- Try to understand the opposing point of view. No matter how hard it might be, if someone is telling us their opinion, it is often because they genuinely feel this way. Try not to devalue, underrate, or belittle someone's opinion.



How counseling can help

All of the techniques listed above sound simple, but they can be highly challenging when your emotions are heightened. Counseling can help by teaching and letting you practice strategies that you can use for both conflicts, at home, and work. If you struggle with conflicts at work or home, reach out to your therapist to discuss de-escalation techniques.

For more on how to handle arguments at work and at home, tune into your upcoming July seminar: "**How to Stop Fights and Arguments At Work And At Home FOREVER**", on July 14th.

[Register here.](#)

References:
<https://www.ditchthelabel.org/10-ways-avoid-getting-argument/>
<https://www.biospace.com/article/5-tips-to-handling-conflict-at-work/>

Long Distance Facilities

By: Courtney Garcia Echeverria

Loneliness, isolation, difficulty getting away from work. This has been the reality for some of those that face long distances. While COVID has profoundly affected us all, the most prominent effect has been long distance. Long distances can include working from home, not seeing friends, and being away from family. Not having an outlet like friends or family can be detrimental to our mental health - making us bottle up our feelings, feel alone, and feel left out. According to the American Psychological Association's Work and Well-Being Survey, prioritizing mental health has become more important to 59% of employees since the pandemic began. While a negative effect on your mental health can affect employees, it can also affect employers.

Luckily, there are many ways not to let the long-distance get to us. If we implement these tips in our lives, we can balance the demands of our work-life and maintain healthy boundaries to be mentally stronger.

Here are our favorite ways to prioritize mental health while being away from loved ones:

- Create routines
- Designate a space specifically for work and use it only for work
- Do not combine leisure space with workspace
- Meal prep and schedule regular meal times
- Keep hydrated
- Take mindful breaks
- Set boundaries for yourself
- Set boundaries for your spouse and children on "do not disturb" time
- Keep close to friends and family
- Give yourself grace



Repeat that last one - give yourself grace. These past years have been new, challenging, and full of the unknown. If you think you may be feeling some adverse side effects of long-distance, please know that your therapists are always here to help.



References:

<https://www.activeminds.org/blog/tips-to-stay-mentally-well-while-working-from-home/>
<https://www.apa.org/monitor/2022/01/special-reworking-work>



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
- Work-life referrals for adult care, childcare, pet care and more
- 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.

