

NEELY EAP NEWSLETTER

March 2023



WELLNESS SEMINAR

Please join us for our live seminar "Healthy Eating to Help Cope with Stress"

9TH MAR @3PM

[REGISTER](#)

QUARTERLY WEBINAR SERIES

Please join us for our live seminar "Time Management and Planning for Effective Leadership"

MAY 25TH @ 3PM

TBD

LETTER FOR LEADERS

Helpful resources from your EAP

WELCOME

The leadership newsletter is designed to provide EAP support to supervisors and managers. Making an informal referral (friendly referral) or formal referral can be challenging without training. In addition, the content will educate and promote program features that help leaders focus on the well-being of their employees. EAP services are free and readily accessible to the entire company and their family members.

Toll-Free, 24/7 Helpline:
866-212-6096
800-735-2989 TDD
neelyeap.com


Neely Employee Assistance Program

Promoting Healthy Eating at the Workplace

By: Courtney Garcia Echeverria

Think about your most productive work day last week. Now ask yourself: why was that day so productive? Maybe it was because you slept great, perhaps because you didn't hit traffic, or maybe it was because you had a nutritious lunch. When struggling to keep up with emails, deadlines, and meetings, food is usually one of the last considerations that affect work performance.

Food has a direct impact on our performance and productivity. Here's the science: Our bodies convert almost everything we eat into glucose, the energy our brains need to stay alert. If our brains do not receive enough glucose, we lose focus. Now add to this that not all foods are processed into glucose at the same rate. For example, foods like pasta, bread, and soda release their glucose quickly, leading to a burst of energy and then a slump. On the other hand, cheeseburgers and chicken nuggets release their glucose more sustainably but require the body to work harder.

How to promote healthy eating in the workplace

First, find out how motivated your employees are to change and why. Are they changing to lose weight, improve mood, or treat another condition? Would they like to make their own decisions, or would they rather be a part of a program? Would they respond to a "4-week challenge" or a year-round challenge? It's imperative that you're not forcing new ideas onto your workforce. Instead, you should come from well-intentioned improvement efforts and communicate the value to them.

Here are just a few examples of effective and engaging ways to educate your employees on healthy eating:

- Host a [healthy eating lunch and learn](#)
- Invite a nutritionist for an onsite cooking class or workshop
- Host a health fair with a variety of educational vendors
- Start a healthy eating challenge or contest
- Send out a monthly newsletter with healthy recipes
- Create a bulletin board in a high-traffic area where you can post nutrition information
- Partner with a local cooking school to offer employee discounts on classes
- Partner with a local health organization to provide employee discounts on nutritionist consultations



Another way to encourage employees to make healthier choices is to employ financial incentives. For example, research shows that increasing choices of fruits and vegetables at work cafeterias by 30% and reducing costs of fruits and vegetables by 50% increases healthy food purchases by 300%. It helps to give employees good food options.

If you need help creating your action plan, want to learn more about the importance of nutrition at the workplace, or want to work on your health, please use your EAP benefits to connect with us.

Tune into the upcoming March seminar: [Healthy Eating to Help Cope with Stress](#), to learn more tips and strategies.

Promoting Healthy Eating in the Workplace: A Guide to Execution (bravowell.com)



EAP that's here for you

Here are some answers to common questions supervisors and managers have regarding employee issues and making EAP referrals. If you need more assistance, feel free to email us at admin@neelyeap.com.

Q: I have offered a nutrition action to several employees, but only a few are interested. Am I doing something wrong?

No. We are humans, and we often are uncomfortable with change. The key to getting more people involved is making it feel like there's no pressure or judgment. Especially in a work environment, people are scared of committing to something, and if they don't make progress or win, they will be scared of humiliation. So it is imperative to their success that they feel that progress is a win and will be celebrated no matter what. Also, not everyone will want to participate- and that's perfectly ok!

Q: Do I have to take part in the action plan?

No. While it would add some motivation, the most important part of this action plan is that your employees are informed of the benefits. Data shows that about 80% of consumers are confused by the number of conflicting resources describing what they should and should not eat. When confused, their core purchase drivers are taste, price, familiarity, and healthfulness. The data also shows that when properly educated, people are willing to change their eating habits. In fact, 78% of consumers changed their eating habits after getting proper, thorough education.

Information contained in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. Some of it may not apply to your particular company policies and available programs. This information is proprietary and intended only for eligible EAP members. For specific guidance on handling individual employee problems, consult with specialists by calling the Helpline.



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.

Being in a leadership role can be challenging. Having the correct tools and resources can make a difference. The **Manager Assistance Program** offers support to resolve personal or professional issues that can negatively impact the workplace. We also offer:

- 24/7 Hotline, Access to Confidential Services
- Short-Term Counseling Couch Time CheckIn (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

