

NEELY EAP

APRIL 2023

GET THE MOST FROM YOUR EMPLOYEE ASSISTANCE PROGRAM



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

Web: www.neelyeap.com



WELLNESS SEMINAR

Please join us for our live seminar "The Power of Using Emotional Competency"

Apr 13th @ 3pm

[REGISTER](#)

QUARTERLY WEBINARS

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

May 25th @ 3pm

TBD

The Power of Using Emotional Competency

By: Courtney Garcia Echeverria

Emotional competency is one attribute not discussed in the typical "how to be successful in the workplace" pamphlet. Emotional intelligence is talked about frequently, but not the two together, how you can utilize them in your workplace, and why they can elevate your experience at work.

Emotional competence vs. Emotional intelligence

Emotional competence is the term used to describe a person's ability to express their emotions. It stems from emotional intelligence, which is the ability to identify emotions. Competence is learned and determines a person's potential to interact constructively with other people. Emotional competence gives us the ability to react through our known experiences but also through empathy. By understanding feelings, we can identify when someone else is experiencing anger, grief, etc., and respond accordingly. Researchers have suggested that emotional intelligence influences how well an employee can do many things in the workplace. It also affects overall performance on the job. Other studies have linked emotional intelligence with job satisfaction. Time and time again, emotional competence has been proven a valuable skill that helps improve communication, management, problem-solving, and relationships. It also allows workers to keep calm under pressure, resolve conflicts easier, and listen, reflect, and respond to criticism within the workplace. Researchers believe it is also a skill that can be improved with training and practice.

Emotional competence and health

With all those benefits in the workplace, emotional competence also positively affects physical and mental health. Many psychologists and similar doctors believe that a lack of emotional competence causes different emotional issues, which leads to a suppression of emotions. Research has shown that internalizing feelings can lead to physical and mental health decline. Stress levels increase, which can cause high blood pressure, rapid weight gain or loss, and fatigue. Emotional suppression can also lead to depression. Additionally, relationships with others may suffer because emotional incompetence causes a lack of dynamic sharing and response.



Ways to Practice Emotional Competency

- Pay attention to how you're feeling.
- Find ways to improve self-regulation (exercise, breathwork, positive affirmations)
- Improve social skills (listen to others better, pay attention to nonverbals)

How We Can Help

As said in the article, it is believed that emotional competency can be improved with practice. If you think this is something you need help starting, improving, or keeping your emotional competency up to par, please use your EAP benefits and contact one of our counselors.

To learn more about emotional competency, tune into the upcoming April seminar: [The Power of Using Emotional Competency](#)

References:

Utilizing Emotional Intelligence in the workplace (verywellmind.com)
What Is Emotional Competence? (with pictures) (thehealthboard.com)

Alcohol Awareness Month

By: Courtney Garcia Echeverria

While there are many awarenesses that April highlights, alcohol is amongst the most important. What started as a movement meant to target college students who might be partying too hard has now turned into a national campaign to bring attention to alcoholism and how to help everyone involved or by standing.

Statistics

An estimated 14.4 million Americans ages 18 and older had an alcohol use disorder, according to NSDUH.3 Across the nation, 26.45% of individuals 18+ reported binge drinking in the past month, while 6.6% engaged in heavy alcohol use in the past month. Annually, an estimated 88,000 people die from alcohol-related causes. Unfortunately, these deaths may have been avoidable, making alcohol the third leading preventable cause of death in the United States. These alarming numbers prove why this awareness month exists.

Signs of Alcohol Use Disorder

Alcoholism can range from mild to moderate and severe. This is a loose list of some signs that you or someone you know may have an alcohol use disorder.

- Being unable to limit the amount of alcohol you drink
- Wanting to cut down on how much you drink or making unsuccessful attempts to do so
- Feeling an intense craving or urge to drink alcohol
- Failing to fulfill significant obligations at work, school, or home due to repeated alcohol use
- Continuing to drink alcohol even though you know it's causing physical, social, work, or relationship problems
- Giving up or reducing social and work activities and hobbies to use alcohol
- Using alcohol in situations where it's not safe, such as when driving or swimming
- Developing a tolerance to alcohol, so you need more to feel its effect, or you have a reduced effect from the same amount
- Experiencing withdrawal symptoms when you don't drink or drinking to avoid these symptoms



How to help a loved one

It is often hard to get those struggling on the road to recovery because of embarrassment, denial, and hesitation. The first step to help a loved one who may be struggling is to learn about alcohol use disorder. Educating yourself will help get rid of any negative stigmas that may be present. There is no one-size-fits-all, as this is a complex disorder. Next, research rehab programs that would appeal to your loved one. For example, a serene country living center with animals to care for and interact with may appeal more to some than an art/music therapy facility. After you've done this, plan a time to talk to your loved one and plan out what you will say. Then, with the help of a therapist, you can write a letter to your loved one and plan an intervention for them.

How to help yourself

In realizing that you need help with Alcohol Use Disorder, congratulations, you've already succeeded at one giant step. We are here to help you every step of the way. Please use your EAP benefits to talk to our counselors, some specialized in Alcohol Use Disorders, to plan your next steps.

References:

[Alcohol use disorder - Symptoms and causes - Mayo Clinic](#)
[How to Help an Alcohol | Alcohol.org](#)



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

