

NEELY EAP

JULY 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.

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WELLNESS SEMINAR

Please join us for our live seminar
"Burnout: How to Strive at Work and Home"

July 13th @ 3pm

[REGISTER](#)

QUARTERLY WEBINARS

Please join us for our live seminar "To Thyself Be True: Authentic Leadership"

JULY 27TH @ 3pm

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Burnout: How to Strive at Work and Home

By: Courtney Garcia Echeverria

In 2019, the World Health Organization brought much-needed attention to Burnout by defining it as a symptom associated with chronic stress at work that goes unmanaged. Burnout is a risk factor for many mental health issues, such as depression, substance abuse, anxiety, and suicide. Burnout can also be contagious and transmitted among employees and even leadership.

Burnout has three main components: physical and mental exhaustion, the feeling of giving up on your job, and self-blame or wondering, "What's wrong with me?" All said and done, Burnout can cause significant mental health issues and affect everyone around you. In this article, we will go over how Burnout happens and different ways to overcome it.

The effort-recovery theory by Meijman and Mulder (1998) explains how Burnout can be accelerated.

- Work-related activities require cognitive and physical energy to complete.
- This cost can be recovered with a brief break from work, but if the break is too short or is never taken, the cost is never recovered.
- When an employee with an energy deficit approaches work-related tasks, their productivity will be reduced, and they work slower. As a result, the employee continuously works at an energy loss to catch up and can never fully recuperate the energy.



Ways to Combat Burnout

- Downtime/low energy activities: Lots of people relate downtime activity to cleaning the house or going to the grocery store, but those activities still require a certain amount of energy to be put out. Downtime activities are things like napping, binge-watching TV, or reading.
- Social activities: These are hanging out with friends or spending quality time with family. This can look different for everyone. Maybe it can even be going out by yourself and seeing who you meet.
- Physical activities: These are activities that get your heart beat pumping. Going to the gym, going for a walk, going for a swim, etc. This can even tie into your social activities if you do something in a group setting, such as Zumba or Pilates.

These are tips for striving at work and home when you feel Burnout. If the feelings of Burnout are not recent, more extensive advice may be needed. If you would like more tips on how to combat Burnout or more warning signs to look for, please use your EAP benefits to speak to one of our highly trained therapists.

To learn more about Burnout in the workplace, join the upcoming July seminar: [Burnout: How to Strive at Work and Home](#)

References
4 Ways To Deal With Burnout: Life Kit: NPR

Minority (BIPOC) Mental Health Awareness Month

By: Courtney Garcia Echeverria

Where it started

In 2008, Bebe Moore Campbell, a teacher, journalist, American author, and a profound mental health advocate worked endlessly to bring awareness to the difficulties minorities face regarding mental illness. Through Bebe Campbell is where Minority Mental Health Awareness Month was born and happens every year in July. From here on in the article, we will no longer be using the word "minority" as this word emphasizes "majority" vs. "minority," negative images, and stereotypes. We will use the acronym BIPOC throughout the article (Black, Indigenous, and People of Color.)

Mental Health Statistics of BIPOC

- Black/African American community- 6.8 million with mental health illnesses
- LatinX/Hispanic community- 8.9 million with mental health illnesses
- Asian American/Pacific Islander- 2.2 million with mental health illnesses
- Native and Indigenous communities- 830,000 with mental health illnesses



Service Providers

One of the main reasons that other communities seem to be successfully tackling mental health illnesses is their access to resources. With BIPOC, there is a geographical issue that might make it challenging to find help. If BIPOC lives in rural communities, it might be hundreds of miles before they find a mental health provider. Even if they find a mental health provider, they might not be culturally competent. There must be the availability of staff that is linguistically competent. Due to the cultural stigma surrounding mental health for most BIPOC, they often don't seek services out of fear that others might find out, so their provider must emphasize confidentiality. Since many BIPOC live below the poverty line, income, and insurance are also a deterrent to finding mental health services. Even if someone with no insurance does find a provider, they have the risk that the provider may have racial biases.

How can we help

If you are a BIPOC looking to seek counseling services, please contact one of our counselors with your EAP benefits. Our counselors have had continuous education in cultural competency, and we have BIPOC counselors. Your EAP benefits can also benefit you if you would like to get into further detail about how to support BIPOC regarding their mental health journey.

References:
1 Racial Disparities Lead to Poor Mental Health Care for Black Americans (verywellmind.com)
2 Overview of Mental Health Issues in Multiracial Communities | Mental Health America (mhanational.org)
Protecting Minority Mental Health in the U.S. | Psychology Today



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

