

NEELY EAP

MARCH 2024

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
"How Gratitude can Reduce Your Stress at Work"

March 21st @ 3pm

[REGISTER](#)

QUARTERLY WEBINARS

Please join us for our live seminar
"Leading vs. Managing: Why Knowing the Difference Matters"

April 25 @ 3pm

TBD

How Gratitude can Reduce Your Stress at Work

By: Courtney Garcia-Echeverria

In the fast-paced and demanding world of work, stress has become an unwelcome companion for many employees. The pressures of work can take a toll on mental well-being. However, there is a powerful antidote that has been proven to alleviate stress and foster a positive work atmosphere – gratitude.

thankful

Gratitude as a Stress-Reduction Tool

- Expressing gratitude involves acknowledging and appreciating the positive aspects of life, including the contributions and support received from others. Research suggests that cultivating a grateful mindset can lead to various psychological and physiological benefits, making it an effective strategy for stress management.

Improved Mental Health

- A study conducted by Wood et al. (2010) found that individuals who engaged in regular gratitude exercises experienced significant improvements in overall mental health. The participants reported lower levels of stress and depression, indicating that a focus on gratitude can positively impact one's emotional well-being. By taking a moment to reflect on positive aspects of work, employees can effectively counteract the detrimental effects of workplace stress.

Enhanced Job Satisfaction

- Gratitude has also been linked to increased job satisfaction, as highlighted in a study by McCullough et al. (2002). When employees express and receive gratitude, it fosters a sense of appreciation and recognition. Taking the time to express gratitude towards colleagues or supervisors can create a more positive and supportive work environment.

Practical Strategies for Cultivating Gratitude at Work

- **Gratitude Journaling:** Maintain a gratitude journal, where you can regularly write down three things you are thankful for in the workplace. This simple practice can shift focus towards positive aspects.
- **Expressing Appreciation:** Encourage a culture of appreciation by openly expressing gratitude towards colleagues for their contributions. A simple thank-you note or verbal acknowledgment can go a long way in fostering a positive and collaborative work environment.



Incorporating gratitude into the workplace is a powerful strategy for reducing stress and promoting overall well-being. By embracing a thankful mindset, you can experience improved mental health, enhanced job satisfaction, and a more positive work environment.

Tune into our March seminar, “[How Gratitude can Reduce Your Stress at Work](#)”. For more information on using gratitude practices, please use your EAP benefits to speak to one of our counselors.

References

McCullough, M. E., Emmons, R. A., & Tsang, J. (2002). The grateful disposition: A conceptual and empirical topography. *Journal of Personality and Social Psychology*, 82(1), 112-127.
Wood, A. M., Joseph, S., & Maltby, J. (2010). Gratitude uniquely predicts satisfaction with life: Incremental validity above the domains and facets of the five-factor model. *Personality and Individual Differences*, 45(1), 49-54.

Stress Awareness

By: Courtney Garcia Echeverria

Stress awareness is crucial to maintaining a healthy work-life balance and fostering a positive workplace environment. This article aims to shed light on the importance of stress awareness, its impact on individuals, and practical strategies to manage and alleviate stress in the workplace.

Understanding Stress

- Stress is a natural response to the demands and pressures of daily life, and it can manifest in various forms, from tight deadlines and heavy workloads to personal challenges. While a certain level of stress can be motivating, chronic stress can lead to negative physical, emotional, and mental consequences. Awareness of stress triggers and symptoms is the first step toward creating a supportive workplace culture.

Recognizing the Signs

- You should be attuned to the signs and symptoms of stress, which can manifest physically, emotionally, and behaviorally. Common indicators include fatigue, headaches, changes in sleep patterns, irritability, decreased concentration, and changes in eating habits.

The Impact on Well-being

- Chronic stress not only affects the individual's mental health but can also contribute to physical health issues such as cardiovascular problems, weakened immune systems, and digestive disorders. Additionally, stress can strain relationships, diminish job satisfaction, and hinder overall productivity. By acknowledging the impact of stress on personal and professional well-being, employees can take steps to prioritize their mental health.

Practical Strategies for Stress Management

- **Mindfulness and Relaxation Techniques:** practice mindfulness and relaxation techniques, such as deep breathing exercises or meditation. These activities can help reduce stress levels and promote a sense of calm.
- **Effective Time Management:** develop strong time management skills. Setting realistic goals, prioritizing tasks, and avoiding procrastination can significantly reduce feeling overwhelmed.
- **Open Communication:** Foster a culture of open communication where you feel comfortable discussing your concerns and seeking support. Encouraging dialogue can help identify sources of stress and facilitate problem-solving.
- **Work-Life Balance:** Emphasize the importance of maintaining a healthy work-life balance. Take breaks, use your vacation time, and disconnect from work during non-working hours.



Stress awareness is a fundamental aspect of creating a workplace that prioritizes the well-being of its employees. By recognizing the signs of stress, understanding its impact, and implementing practical strategies for stress management, you can navigate the challenges of the modern workplace more effectively. If stress awareness is something that you'd like to know more about, feel free to utilize your EAP benefits to connect with one of our counselors at your convenience.



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
- Free Short-Term Counseling and 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

