

# NEELY EAP NEWSLETTER

MARCH 2024



## WELLNESS SEMINAR

Please join us for our live seminar  
"How Gratitude can Reduce Your Stress at Work"

MAR 21 @3PM

[REGISTER](#)

## QUARTERLY WEBINAR SERIES

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

APRIL 25TH

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  
[admin@neelyeap.com](mailto:admin@neelyeap.com)  
[neelyeap.com](http://neelyeap.com)



# How Gratitude Can Reduce Your Stress at Work

By: Courtney Garcia Echeverria

In the fast-paced and demanding world of work, stress is a prevalent challenge that affects employees' well-being and productivity. As supervisors, incorporating gratitude into the workplace can be a powerful tool to mitigate stress and create a positive work environment.

## The Impact of Workplace Stress

Work-related stress is a common issue that can lead to burnout, decreased job satisfaction, and a decline in overall employee mental health. Recognizing and addressing stress within the workplace is essential for maintaining a motivated and productive team.

## Recognition and Appreciation

Numerous studies, including one conducted by Algoe et al. (2008), have highlighted the positive impact of expressing Gratitude on interpersonal relationships and well-being. As a supervisor, recognizing and appreciating the efforts of your team members can contribute to a sense of validation and acknowledgment. This, in turn, fosters a positive atmosphere that can help alleviate stress and create a more resilient workforce.

## Improved Team Dynamics

Gratitude has been linked to enhanced prosocial behavior and cooperation among team members, as noted in a study by Bartlett and DeSteno (2006). When employees feel valued and appreciated, it strengthens the bonds within the team. A cohesive and supportive team environment provides a buffer against stress, enabling individuals to navigate challenges more effectively.

## Practical Strategies for Supervisors

**Regular Recognition:** Make it a practice to recognize and acknowledge the efforts of your team members regularly. Whether through verbal praise, written notes, or team-wide announcements, expressing Gratitude for a job well done can significantly reduce stress.



**Encourage Peer Appreciation:** Foster a culture where team members express Gratitude towards each other. Encouraging peer-to-peer recognition builds a positive dynamic within the team and reinforces a sense of collective appreciation.

**Incorporate Gratitude in Feedback:** When providing feedback, include expressions of Gratitude for specific contributions. This reinforces positive behavior and emphasizes each team member's value to the organization. Supervisors play a crucial role in shaping the workplace culture and influencing the well-being of their teams. By incorporating Gratitude into leadership practices, supervisors can contribute to a stress-free work environment that promotes resilience and fosters positive team dynamics.

*For more information on this, please join our March seminar, "[How Gratitude Can Reduce Your Stress at Work.](#)"*

Practice  
GRATITUDE

## References

Algoe, S. B., Gable, S. L., & Maisel, N. C. (2010). It's the little things: Everyday Gratitude as a booster shot for romantic relationships. *Personal Relationships*, 17(2), 217-233.

Bartlett, M. Y., & DeSteno, D. (2006). Gratitude and prosocial behavior: Helping when it costs you. *Psychological Science*, 17(4), 319-325.

# 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](mailto:admin@neelyeap.com).

**Q: How can supervisors promote work-life balance while expressing Gratitude for their team's dedication?**

**A:** Supervisors can acknowledge the importance of work-life balance by encouraging breaks and time off. Expressing Gratitude for dedication while supporting a healthy balance reinforces a positive workplace culture and contributes to overall stress reduction.

**Q: How can supervisors measure the impact of Gratitude on workplace stress reduction among their teams?**

**A:** Supervisors can assess stress levels through employee feedback, surveys, and observing changes in team dynamics. A positive shift in overall well-being, increased engagement, and improved team collaboration are indicators of the effectiveness of gratitude practices.



## 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
- 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

