

# NEELY EAP

September 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.

24/7 Helpline: 866-212-6096  
For TDD: 800-735-2989  
Email: [admin@neelyeap.com](mailto:admin@neelyeap.com)  
Web: [www.neelyeap.com](http://www.neelyeap.com)



## WELLNESS SEMINAR

Join us for our monthly seminar on "Empathy in the Workplace: Fostering Understanding and Connection"

Sept 19th @ 3pm

[REGISTER](#)

## QUARTERLY WEBINARS

Me, Them, & Us": Healthy Viewpoints from Organizational Leaders

OCT. 24 @3PM

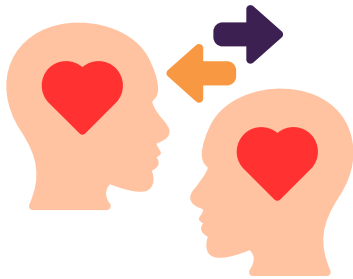
# Empathy in the Workplace: Why It Matters and How to Cultivate It

By: Courtney Garcia-Echeverria

Empathy in the workplace is more than just a soft skill—it's essential for fostering effective collaboration, improving morale, and enhancing communication. Understanding and valuing your colleagues' perspectives can significantly impact team dynamics and job satisfaction.

## Why Empathy Matters

- 1. Enhances Team Collaboration:** Empathetic teams work better together, offering support and resolving conflicts more effectively.
- 2. Boosts Employee Morale:** Feeling understood and valued increases job satisfaction and loyalty.
- 3. Improves Communication:** Active listening and considering others' emotions lead to more transparent, more constructive conversations.
- 4. Drives Better Problem-Solving:** Diverse perspectives, encouraged by empathy, can lead to innovative solutions.



## How to Cultivate Empathy

- 1. Practice Active Listening:** Fully engage with what others say and show that you listen through body language and feedback.
- 2. Ask Open-Ended Questions:** Invite others to share their thoughts and feelings with questions like, "How do you feel about this project?"
- 3. Show Appreciation:** Recognize and thank colleagues for their contributions to make them feel valued.
- 4. Practice Self-Awareness:** Reflect on your own emotions and their impact on interactions.
- 5. Provide Constructive Feedback:** Use "I" statements and focus on specific behaviors rather than personal traits.
- 6. Engage in Empathy-Building Activities:** Participate in workshops or exercises that enhance emotional intelligence.



Empathy transforms workplaces by improving collaboration, communication, and overall job satisfaction. Simple practices, like active listening and showing appreciation, can make a significant difference. Embracing empathy at work strengthens relationships and boosts productivity and morale.

*To learn more about this topic, please utilize your EAP benefits to meet with a counselor and attend the upcoming webinar, "[Empathy in the Workplace: Fostering Understanding and Connection](#)," on September 19th.*

#### References

- Coleman, D. (1998). *Working with Emotional Intelligence*. Bantam Books.
- HBR Ascend. (2019). "Why Empathy Is So Important in the Workplace." *Harvard Business Review*. Retrieved from [Harvard Business Review](#).

# Recognizing Suicide Prevention Month: Supporting Each Other in the Workplace

By: Courtney Garcia Echeverria

September is Suicide Prevention Month—a time to raise awareness about mental health and promote practices that support the well-being of ourselves and our colleagues. As employees, fostering a supportive work environment is crucial for recognizing the signs of distress and providing help to those in need. Here's why it's important and how you can contribute to suicide prevention.

## The Importance of Suicide Prevention

Suicide prevention is a critical issue that affects individuals across all walks of life. The workplace can be a place where stress and mental health struggles are often experienced, making it vital to create an environment where employees feel supported and valued. According to the American Foundation for Suicide Prevention, suicide is a leading cause of death among working-age adults, underscoring the need for proactive mental health support (American Foundation for Suicide Prevention, 2023). Supporting mental health in the workplace helps prevent crises and fosters a healthier, more productive environment. The National Institute for Occupational Safety and Health highlights that workplaces with strong mental health support systems experience lower absenteeism rates and higher employee engagement (NIOSH, 2021).

## How to Support Suicide Prevention

- 1. Promote Open Conversations:** Encourage an open dialogue about mental health and well-being. Normalizing discussions about stress and mental health challenges can reduce stigma and make it easier for colleagues to seek help.
- 2. Be Aware of Warning Signs:** Educate yourself and your team about common signs of distress, such as changes in behavior, withdrawal from social interactions, and noticeable mood swings. Being attentive to these signs can help identify individuals who may need support.
- 3. Provide Resources:** Ensure employees know about mental health resources, such as Employee Assistance Programs (EAPs), counseling services, and crisis hotlines. Make this information easily accessible within the workplace.
- 4. Offer Support and Understanding:** Approach colleagues who may seem distressed with empathy and compassion. Please encourage them to seek professional help and offer to assist them in accessing resources.



Suicide Prevention Month is a powerful reminder of the importance of mental health and the role each of us plays in creating a supportive work environment. By fostering open communication, recognizing signs of distress, and providing resources, we can contribute to a culture of care and support. Remember, your actions and support can profoundly impact someone's life. If you want to learn more about this topic, please use your EAP benefits to speak with one of our counselors.

***If you need immediate assistance, please dial the suicide hotline at 988.***

### References

- American Foundation for Suicide Prevention. (2023). Suicide statistics. Retrieved from American Foundation for Suicide Prevention.
- National Institute for Occupational Safety and Health (NIOSH). (2021). Mental health in the workplace. Retrieved from [NIOSH](#).



## 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

