

NEELY EAP

OCTOBER 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
Web: www.neelyeap.com



WELLNESS SEMINAR

Join us for our monthly seminar on "Financial Funnies: Laughing Through Money Mishaps"

October 17th @ 3pm

[REGISTER](#)

QUARTERLY WEBINARS

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

Oct 24th @ 3pm

[REGISTER](#)

Laughing Through Money Mishaps

By: Courtney Garcia-Echeverria

Money can be a severe subject, often causing stress and anxiety. However, finding humor is one of the best ways to navigate financial mishaps. After all, who hasn't experienced a cringe-worthy moment involving money?

Learning the Hard Way

You're at a café and decide to treat yourself to a fancy latte. You confidently hand over your card, only to be met with a "declined" message. You check your account only to realize you forgot to transfer funds. This moment is a classic example of financial oversight that can happen to anyone. According to a survey by the National Endowment for Financial Education, nearly 60% of adults in the U.S. reported having made a financial mistake in the past year. When faced with these moments, why not laugh it off? Sharing such stories with colleagues can make financial mishaps a little less daunting.

The Art of Overspending

Picture this: you've meticulously crafted a budget for the month. Your friends invite you for dinner, and you think, "Just this once won't hurt." Fast forward, and you're staring at your credit card bill, realizing that "just this once" turned into three nights out, a shopping spree, and an online order for a new pair of shoes. A study published in the *Journal of Consumer Research* found that people often underestimate the impact of impulse spending on their budgets. Instead of beating yourself up over it, share your experience! Chances are, your colleagues will have similar stories that will elicit laughter and remind everyone that nobody is perfect.

The Bright Side of Financial Funnies

Finding humor in financial mishaps can have several benefits. Here are a few reasons to embrace the lighter side of money matters:

1. **Reduces Stress:** Laughing about your mistakes can help alleviate the stress associated with financial worries.
2. **Builds Relationships:** Sharing financial blunders with coworkers can create a supportive atmosphere.
3. **Encourages Learning:** Discussing mistakes openly and humorously opens the door to valuable lessons.
4. **Promotes a Positive Workplace:** A workplace that embraces humor can increase employee satisfaction and engagement.



Conclusion

While financial missteps are inevitable, learning to laugh at them can make the experience far more enjoyable. Next time you find yourself in a money mishap, take a step back, chuckle at the situation, and share your story with your coworkers. After all, we're all in this together—and a little laughter can go a long way! So let's raise our mugs of coffee—cheers to learning, laughing, and thriving together!

Please use your EAP benefits and attend our monthly seminar, "Financial Funnies: Laughing Through Money Mishaps," on October 17th.

References
• National Endowment for Financial Education. (2022). Financial Literacy and Financial Behaviors. Retrieved from www.nefe.org.
• Faber, R. J. (2021). The Impact of Impulse Spending on Budgets. *Journal of Consumer Research*. Retrieved from www.jcr.org

Me, Them, and Us: Healthy Viewpoints from an Employee's Perspective

By: Courtney Garcia Echeverria

The relationship between employees and leaders shapes organizational culture in today's dynamic workplace. Understanding the concepts of "Me," "Them," and "Us" can empower employees to navigate their roles effectively while fostering a positive and collaborative environment. Embracing these perspectives helps create a culture where everyone thrives.

The "Me" Perspective: Personal Responsibility and Growth

As employees, we must first focus on our development and accountability. The **'Me' perspective** is about personal responsibility and the immense benefits it brings. It highlights the importance of self-leadership, where taking responsibility for our actions and recognizing our strengths and weaknesses are crucial steps toward personal and professional growth. Research by Goleman underscores the value of emotional intelligence, which enables us to manage our emotions and communicate effectively with others. When we prioritize self-awareness, we enhance our performance and set an example for our colleagues. By taking ownership of our responsibilities, we contribute positively to the workplace and inspire others to do the same. This personal investment in our growth benefits us and the entire organization.

The "Them" Perspective: Understanding Our Colleagues

The **'Them' perspective** is about understanding our colleagues and the crucial role they play in fostering a supportive work environment. It focuses on appreciating our teammates' diverse experiences and challenges. Understanding our colleagues' motivations and perspectives fosters a culture of empathy and collaboration. Gallup's research indicates that teams with solid engagement achieve greater productivity and profitability. To embrace the 'Them' perspective, we should actively listen to our coworkers and seek to understand their viewpoints. Engaging in open conversations and showing appreciation for each person's contributions can strengthen our relationships and create a supportive work environment. This collaboration enhances team spirit and sparks innovative ideas, making each employee feel valued and integral to the team.

The "Us" Perspective: Cultivating a Sense of Community

Finally, the **'Us' perspective** is not just about unity but also about its significant role in creating a more enjoyable and productive workplace. It emphasizes the importance of unity within our organization. As employees, we must recognize that our individual goals should align with our team's objectives and the company's vision. We are more likely to be motivated and engaged when we feel a sense of belonging and shared purpose. Creating a collective culture involves participating in team activities, sharing successes, and recognizing the efforts of others. According to Deloitte, organizations with a strong sense of community experience lower turnover rates and higher employee satisfaction. We foster this sense of unity to create a more enjoyable and productive workplace where each employee feels part of a thriving community.



Conclusion

Understanding the interplay of "Me," "Them," and "Us" empowers us as employees to take an active role in shaping our organizational culture. By embracing personal responsibility, appreciating our colleagues, and promoting a sense of community, we can create a workplace that supports individual growth and collective success. ***If you'd like to know more about this topic, please join the upcoming Quarterly Webinar, "Me, Them, & Us": Healthy Viewpoints from Organizational Leaders.***

References

- Goleman, D. (2013). *Emotional Intelligence: Why It Can Matter More Than IQ*. Bantam Books.
- Gallup. (2021). *State of the Global Workplace: 2021 Report*. Gallup Press.
- Deloitte. (2020). *The Employee Experience: Culture, Engagement, and Performance*. Deloitte Insights.



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

