

NEELY EAP NEWSLETTER

NOVEMBER 2024



WELLNESS SEMINAR

Please join us for our live seminar

Technology Detox:
Unplugging for a
Relaxing Holiday

NOV 21ST @ 3PM

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QUARTERLY WEBINAR SERIES

2025 Schedule

Will be released soon

TBD

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.

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Technology Detox: Unplugging for a Relaxing Holiday

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In today's hyper-connected business environment, leaders and managers often face the challenge of maintaining productivity while managing the pressures of constant digital engagement. A technology detox can significantly enhance well-being and effectiveness within your teams. By modeling and promoting this practice, leaders can create a healthier workplace culture prioritizing mental wellness.

With the barrage of emails, messages, and virtual meetings, the risk of burnout among employees is higher than ever. Research by the American Psychological Association reveals that excessive screen time contributes to anxiety and diminished focus (American Psychological Association, 2021). As leaders, recognizing the signs of digital fatigue is crucial; fostering an environment where technology detoxes are encouraged can lead to more engaged, productive teams.

Benefits of a Technology Detox

1. **Enhanced Innovation:** Employees stepping away from screens allows their minds to reset, which can spark creativity and fresh ideas. A study by Benedict et al. (2018) emphasizes that time spent away from digital devices boosts problem-solving abilities and innovative thinking.
2. **Strengthened Team Dynamics:** Encouraging a technology detox can enhance team interpersonal relationships. Leaders can build trust and collaboration by promoting activities that foster in-person connections, essential components of a high-functioning workplace.
3. **Reduced Stress Levels:** Time spent unplugged can significantly reduce stress. Research indicates that individuals who engage with nature and unplug from technology report lower stress levels and improved overall mood (Kuo, 2015). This benefits individual employees and contributes to a more positive organizational culture.

Strategies for Promoting a Technology Detox

1. **Lead by Example:** As a leader, demonstrate the importance of unplugging by scheduling technology-free times in your routine. Share your experiences and encourage your team to do the same.
2. **Create a Culture of Balance:** Implement policies that promote work-life balance, such as "no email after hours" initiatives or designated tech-free days. Encourage employees to use their vacation time fully without the burden of staying connected.
3. **Organize Offline Team Activities:** Facilitate team-building exercises away from screens—outdoor retreats, workshops, or community service projects can foster camaraderie and creativity.
4. **Encourage Reflection:** After a technology detox, create opportunities for employees to share their experiences. This can be through informal discussions or structured feedback sessions, helping to reinforce the value of unplugging.



For leaders and managers, promoting a technology detox can yield substantial benefits for individuals and teams. Leaders can help combat burnout, enhance creativity, and strengthen team dynamics by fostering an environment that values unplugging. Ultimately, encouraging this practice contributes to employee well-being and cultivates a more innovative and productive workplace. By prioritizing technology detoxes within your leadership strategy, you can foster a healthier, more engaged workforce that is well-equipped to meet the demands of today's business landscape. **For more information, please tune in to the upcoming monthly webinar [Technology Detox: Unplugging for a Relaxing Holiday](#).**



References

- American Psychological Association. (2021). Stress and technology: How technology can affect mental health. Retrieved from [apa.org](https://www.apa.org).
- Kuo, M. (2015). How the presence of nature affects the psychological well-being of children and adults. *International Journal of Environmental Research and Public Health*, 12(3), 2283-2290. Retrieved from [mdpi.com](https://doi.org/10.3390/ijerph120302283).

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.



Q: How can I effectively communicate the importance of a technology detox to my team without making them feel pressured?

A: It's essential to frame the conversation around well-being and productivity rather than obligation. Start by sharing your experiences with technology detoxes and the positive outcomes you've noticed. Emphasize that this practice is about enhancing creativity and reducing stress, not penalizing those who may feel overwhelmed by digital communication. Consider hosting a team meeting where employees can discuss their thoughts and concerns about unplugging, fostering an open dialogue. Encourage voluntary participation and provide options for team activities that promote unplugging, making it a collaborative effort rather than a directive.

Q: What initiatives can I implement to support my team during a technology detox?

A: There are several initiatives you can introduce to promote a technology detox within your team:

- **Tech-Free Days:** Designate specific days where team members are encouraged to minimize their use of digital devices, especially for non-essential communications.
- **Wellness Challenges:** Create a wellness challenge that encourages team members to engage in offline activities, such as reading, exercising, or spending time in nature, and allow them to share their experiences in team meetings.
- **Flexible Scheduling:** Offer flexible work hours that allow employees to take breaks for personal time without the pressure of being online. This could include dedicated time for hobbies or family activities.
- **Retreats and Workshops:** Organize periodic retreats or workshops on mindfulness and relaxation techniques incorporating offline activities, such as yoga or nature walks.



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

