

NEELY EAP NEWSLETTER

DECEMBER 2024



WELLNESS SEMINAR

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Post-Holiday Recharge:
Starting the New Year
with Resilience

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LETTER FOR LEADERS

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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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Post-Holiday Recharge: Leading the Way to Resilience in the New Year

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As the holiday season comes to a close, supervisors and leaders face the critical task of guiding their teams back into the rhythm of work. After the excitement and sometimes exhaustion of the holidays, it's common for employees to return to the office feeling mentally drained or unmotivated. As a leader, this is an opportunity to foster resilience within your team by creating an environment that supports recharging, refocusing, and revitalizing. A well-rested and mentally prepared team will be more productive and better equipped to navigate the challenges ahead.

Why Resilience Matters for Teams

Resilience—the ability to adapt to stress and bounce back from setbacks—is critical to long-term success for individuals and organizations. Research from the American Psychological Association highlights that resilient teams are more adaptable, collaborative, and better able to handle the pressures of fast-paced work environments (APA, 2020). As a supervisor or leader, encouraging and supporting resilience within your team sets the foundation for a productive and positive year ahead.



Strategies for Leading a Resilient Team in the New Year

- **Set the Tone with Empathy and Flexibility:** As employees return from the holiday break, they may need time to adjust to the pace of work. Demonstrating empathy and understanding can create an atmosphere where employees feel comfortable easing back into their routines. Offering flexibility, such as staggered start times or the ability to work remotely for a period, can help reduce stress and increase morale.
- **Encourage Goal Setting and Reflection:** The start of a new year is ideal for personal and professional reflection. Encourage your team to set meaningful goals and to reflect on past successes. This process helps reignite motivation and fosters a sense of purpose. As a leader, you can align team goals with organizational objectives, creating a unified vision for the year ahead.
- **Promote Healthy Work-Life Balance:** Leading by example is one of the most effective ways to foster resilience. Prioritize and model work-life balance by encouraging your team to take breaks, disconnect from work during off-hours, and engage in wellness activities. Research from the Mayo Clinic indicates that stress management techniques, such as exercise, sleep, and mindful practices, contribute significantly to resilience (Mayo Clinic, 2021). When leaders model these behaviors, it sends a powerful message about the importance of well-being.
- **Provide Ongoing Support and Recognition:** Resilience isn't built in isolation; it thrives in a supportive environment. Regularly check in with team members to offer guidance, feedback, and encouragement. Recognition of individual and team accomplishments goes a long way in boosting morale and reinforcing a culture of resilience.



Conclusion

As a supervisor or leader, your role in helping your team recharge and build resilience after the holidays cannot be overstated. By fostering a supportive environment, promoting work-life balance, and encouraging goal-setting, you set your team up for success in the year ahead. The post-holiday period offers an opportunity to recover and lay the groundwork for greater resilience, collaboration, and performance throughout the year.

To explore practical strategies and insights, join us for the December Webinar: [Post-Holiday Recharge: Starting the New Year with Resilience](#)

References

1. American Psychological Association. (2020). Building your resilience. <https://www.apa.org/topics/resilience>
2. Mayo Clinic. (2021). Healthy lifestyle: Stress management. <https://www.mayoclinic.org/healthy-lifestyle/stress-management/expert-answers/stress-relief/faq-20426470>

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, as a leader, tell if my team is struggling with post-holiday burnout, and what signs should I look for?

A: Some common signs of post-holiday burnout include decreased motivation, increased absenteeism, difficulty focusing, or a general lack of energy during meetings. Employees may also show signs of stress or frustration, such as being more easily irritable or withdrawing from collaboration. As a leader, it's essential to have open lines of communication with your team. Please encourage them to share their feelings and ensure they know it's okay to ask for support. Regular check-ins and informal one-on-one conversations can help you gauge whether your team is struggling and where additional resources or flexibility might be needed.

Q: How can I encourage team members to set goals without overwhelming them after the holiday season?

A: The key is to help team members set realistic, manageable goals that focus on re-engagement rather than immediate high-pressure targets. Start by encouraging reflection on past achievements and challenges, making the goal-setting process less daunting. Break larger objectives into smaller, achievable milestones and offer support. Setting short-term, attainable goals will help employees regain a sense of accomplishment and prevent the feeling of being overwhelmed. You can also create a collaborative atmosphere by involving the team in goal-setting, ensuring that individual goals align with the team's broader objectives.



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

