

NEELY EAP NEWSLETTER

JANUARY 2025



WELLNESS SEMINAR

Please join us for our live seminar

Nourish to Flourish: How Nutrition Impacts Your Mental and Physical Health

JAN 23, 2025
@3PM

[CLICK HERE TO REGISTER](#)

QUARTERLY WEBINAR SERIES

Please join us for our quarterly seminar

“Using Emotional Intelligence to Strengthen Communication”

March 27, 2025

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
neelyeap.com



Nourish to Flourish: How Nutrition Impacts Mental and Physical Health in the Workplace

By: Courtney G Echeverria

As a supervisor, your role extends beyond overseeing projects and meeting deadlines. You are also responsible for fostering a productive, engaged, and healthy team. One of the most powerful—but often overlooked—factors influencing employee performance and well-being is nutrition. The foods your team consumes directly impact their physical health, mental clarity, and overall energy levels. Understanding how nutrition affects psychological and physical health can help create a healthier, more resilient workforce.

The Physical Health Benefits of Proper Nutrition

Nutrition plays a critical role in sustaining physical health, which directly influences employees' ability to perform their jobs effectively. A well-balanced diet provides the body with the essential nutrients it needs to maintain energy, fight off illness, and support muscle function and recovery. For example, consuming a mix of lean proteins, healthy fats, and complex carbohydrates fuels muscles, regulates blood sugar, and supports long-term energy levels. These nutrients also support a healthy immune system, helping reduce absenteeism due to sickness and promoting fewer disruptions to workflow. Encouraging employees to prioritize nutritious foods—such as fruits, vegetables, whole grains, and healthy fats—can result in reduced fatigue, fewer sick days, and better overall physical well-being.



Nutrition's Impact on Mental Health and Performance

While physical health is crucial, it's equally important to recognize how nutrition influences mental health. The brain is a highly active organ requiring specific nutrients to function optimally. Studies have shown that deficiencies in key vitamins and minerals—such as B vitamins, omega-3 fatty acids, and antioxidants—are linked to mood disorders, anxiety, and decreased cognitive function. For example, omega-3 fatty acids in foods like salmon, flaxseeds, and walnuts are essential for brain health. They have been shown to improve mood and enhance cognitive function, which can lead to sharper focus, better problem-solving abilities, and enhanced creativity. Similarly, B vitamins—present in foods like leafy greens, whole grains, and eggs—play a vital role in regulating neurotransmitters that affect mood and cognitive function. By encouraging employees to consume a nutrient-rich diet, you can help promote mental clarity, emotional resilience, and enhanced productivity.

Strategies for Supporting Employee Nutrition

As a manager or supervisor, you are in a prime position to influence the dietary habits of your team and help improve their overall well-being. Here are some actionable strategies to promote healthier eating within your workplace:

1. Provide Healthy Snack Options: Stock the breakroom with nutritious snacks like fresh fruits, nuts, yogurt, and granola bars. Avoid relying solely on vending machines stocked with sugary or processed snacks.
2. Encourage Regular Breaks: Ensure employees are taking regular breaks for meals and snacks. Please encourage them to step away from their desks to recharge, as this can improve focus and productivity when they return to work.
3. Promote a Balanced Work-Life Routine: Encourage employees to prioritize their health outside of work by offering flexibility for meal prep or regular physical activity. Supporting a healthy work-life balance can help mitigate stress and boost energy levels.
4. Organize Wellness Programs: Host workshops or provide resources on healthy eating, the benefits of specific nutrients, and how nutrition can influence mental performance and physical well-being. Knowledge empowers employees to make healthier choices.
5. Lead by Example: Set the tone for healthy eating by modeling positive dietary habits. When employees see leadership prioritizing nutrition, they are more likely to follow suit.



Conclusion

Nutrition is a powerful tool that can significantly influence employee health, productivity, and overall well-being. As a manager or supervisor, you can shape your team's workplace culture by prioritizing health through better nutrition. By promoting balanced, nutrient-dense meals and snacks, encouraging regular breaks, and offering resources to help employees make healthier choices, you can create an environment that supports both mental and physical well-being. This, in turn, will lead to a more focused, engaged, and high-performing workforce. **Please tune to the January monthly seminar, *Nourish to Flourish: How Nutrition Impacts Your Mental and Physical Health*, to learn more about how nutrition can impact your employees mental health. The webinar is January 23, 2025. Please click [here](#) to register.**

Insights: Leveraging EAP for Leadership Success



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.

Q1: How can the EAP support me in promoting a healthier workplace culture?

A: The EAP provides resources and workshops on topics like nutrition, mental health, and stress management. Supervisors can utilize these programs to educate their teams, foster healthier habits, and improve overall workplace morale and productivity.

Q2: What tools does the EAP offer to help me address team members' challenges with nutrition and well-being?

A: The EAP offers one-on-one coaching, webinars, and self-help resources tailored to improving nutrition and well-being. These tools can help you guide your team toward healthier choices and provide them with the knowledge to make sustainable changes.

Q3: How can I leverage the EAP to support my leadership growth?

A: The EAP includes supervisor-specific training and consultation services to help you develop leadership strategies. These include addressing team challenges, improving communication, and fostering a supportive environment that prioritizes employee health and performance.



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

