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APRIL 2025

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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.

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WELLNESS SEMINAR

Join us for our monthly seminar
on **Bouncing Back: Developing
Emotional Resilience in
Challenging Times**

**04/24/25 | Thursday
@3PM CENTRAL TIME**

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QUARTERLY WEBINARS

Turning Stressful Situations into
Collaborative Solutions

**06/26/25 | Thursday
@3PM CENTRAL TIME**

REGISTRATION OPENING SOON

Bouncing Back: Developing Emotional Resilience in Challenging Times

By: Courtney Garcia-Echeverria



Challenges are a part of every employee's journey in today's fast-paced and unpredictable work environment. Whether it's a sudden change in workload, organizational shifts, or personal setbacks, these difficulties can leave us feeling overwhelmed and uncertain. However, emotional resilience is the key to thriving through these challenging moments.

Emotional resilience refers to maintaining mental well-being, coping with stress, and returning from life's challenges. It's not about avoiding difficulties but learning how to respond to them with a positive and adaptive mindset. Resilient employees stay grounded, manage their emotions effectively, and maintain productivity despite setbacks. For employees, emotional resilience is more than a survival skill—it drives personal success and organizational health. A resilient workforce is better equipped to:

Adapt to Change: The corporate world is dynamic, and changes—be it in leadership, technology, or market trends—are inevitable. Employees with high emotional resilience can adjust to these shifts without becoming disoriented or disengaged.

Overcome Setbacks: Setbacks are bound to happen. Resilient employees learn from their mistakes and keep moving forward.

Maintain Productivity: Emotional resilience helps employees manage stress and maintain their focus and productivity under pressure.

Support Team Cohesion: When an entire team demonstrates emotional resilience, it creates a culture of support and collaboration. Colleagues can lean on each other, share strategies, and encourage one another, making it easier to navigate difficult situations together.

Building Emotional Resilience: Practical Strategies

Practice Self-Awareness: Recognizing your emotional triggers and understanding how you react to stress can help you take proactive steps to manage your emotions. Regular reflection and mindfulness techniques can increase self-awareness.

Develop a Growth Mindset: Embrace challenges as opportunities for growth rather than obstacles. When faced with setbacks, focus on what you can learn from the experience.

Build a Support Network: Surround yourself with supportive colleagues, mentors, or friends who can provide guidance and encouragement. Sharing experiences and asking for help can foster a sense of connection and reduce feelings of isolation.

Prioritize Well-Being: Emotional resilience is deeply tied to physical and mental health. Exercise, sleep, and a balanced diet are crucial to maintaining emotional stability. When we care for our bodies, we're better able to handle stress and perform at our best.

Focus on What You Can Control: It's easy to feel helpless during challenging times. However, focusing on small, actionable steps—whether it's meeting a daily goal or taking a break to recharge—can help you regain a sense of control and direction.

Developing emotional resilience takes time, but it's a crucial skill for managing challenges both in and out of the workplace. By prioritizing your emotional well-being, fostering a supportive environment, and maintaining a positive mindset during tough times, you can build the strength to adapt and thrive. This not only benefits your personal growth but also strengthens your team's success and stability.

Join our webinar on April 24th to explore practical strategies for building emotional resilience. [Click here to register.](#)



April is National Stress Awareness Month: Time to Recognize and Address Workplace Stress

By: Courtney Garcia Echeverria

April is recognized as National Stress Awareness Month, a time to bring attention to the widespread impact of stress on our well-being—especially in the workplace. Stress, when left unmanaged, can lead to burnout, decreased productivity, and even physical and mental health issues.

The Impact of Stress in the Workplace

Workplace stress has reached alarming levels, affecting nearly every industry and profession. According to the American Institute of Stress, 83% of US workers suffer from work-related stress, which can manifest in various forms, from feeling overwhelmed by deadlines to managing workplace conflict. Chronic stress can lead to long-term health issues, including anxiety, depression, cardiovascular disease, and sleep disorders. In addition to its toll, stress can significantly impact productivity, creativity, and collaboration. Employees may have difficulty concentrating, making decisions, or maintaining positive relationships with colleagues when stressed. National Stress Awareness Month is an opportunity for businesses to examine the sources of stress in their workplace, acknowledge their employees' challenges, and implement solutions to help alleviate these pressures. It is essential to recognize that stress is not always negative—some stress can be motivating—but it has detrimental effects when it becomes chronic or overwhelming. By reducing stress, everyone can help create a healthier, more productive work environment.

Practical Steps to Reduce Stress

Promote Work-Life Balance: Encourage employees to set work and personal time boundaries. Flexible schedules and remote work options can help employees better manage their responsibilities.

Encourage Regular Breaks: Small breaks throughout the day can help reduce mental fatigue and prevent burnout. Encourage employees to step away from their desks and engage in relaxing and refreshing activities.

Foster Open Communication: Create an environment where employees feel comfortable discussing their stressors. Regular check-ins and a supportive management approach can help address problems before they escalate.

Offer Stress Management Resources: Providing access to counseling services, yoga sessions, or mindfulness programs can help employees develop coping mechanisms and manage stress more effectively.

Lead by Example: As a manager or leader, setting an example by managing your stress and prioritizing your well-being can create a positive ripple effect throughout the team.



National Stress Awareness Month offers a valuable opportunity for businesses to address workplace stress head-on. By creating an environment where employees can manage stress effectively, organizations can improve their workforce's health and productivity. Recognizing the signs of stress early and implementing strategies to promote a balanced, supportive workplace is crucial. After all, when employees feel supported, they are more likely to thrive—benefiting both themselves and the organization as a whole.

Reference: American Institute of Stress. (2021). Workplace Stress. Retrieved from <https://www.stress.org/workplace-stress>.



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

