

NEELY EAP NEWSLETTER

MAY 2025



WELLNESS SEMINAR

Join us for our monthly seminar on

Mind Matters: Prioritizing Mental Health in Your Daily Life

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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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Mind Matters: Prioritizing Mental Health in the Workplace – A Call to Leadership

By: Courtney G Echeverria

As a manager or leader, your role goes beyond guiding performance—you help shape a culture where employees feel supported, valued, and empowered. In today's evolving workplace, mental health must be treated as a core leadership priority. When mental well-being is championed from the top, it sets a tone that drives resilience, retention, and long-term success.

Mental health challenges are common, with nearly 1 in 5 adults experiencing a mental illness each year (National Alliance on Mental Illness, 2023). Left unaddressed, these issues can lead to increased absenteeism, lower morale, and higher turnover. But when leaders are proactive, employees are more likely to feel safe seeking support. Creating a mentally healthy work environment isn't just about offering resources—it's about cultivating a culture where well-being is openly discussed, respected, and prioritized.



Practical Ways Leaders Can Support Mental Wellness

- **Open the Conversation:** Normalize discussions about mental well-being by integrating them into team check-ins, newsletters, or one-on-ones. Reducing stigma starts with visibility.
- **Model Work-Life Balance:** When leaders take breaks, use vacation days, and respect after-hours boundaries, it sends a clear message: self-care is supported.
- **Promote Flexibility:** Hybrid options, adjusted workloads, or flexible hours can make a major difference in reducing stress and improving focus.
- **Share and Encourage Resources:** Actively promote your company's mental health benefits like Employee Assistance Programs (EAPs), counseling services, or wellness workshops.
- **Lead with Empathy:** Create psychological safety by listening without judgment, showing appreciation, and being responsive to employee needs.

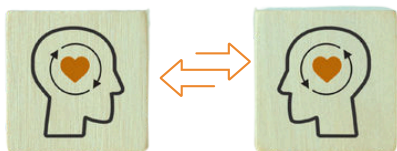
The Business Case Is Clear

Investing in mental health is not just the right thing to do—it's good for business. A recent report by Deloitte found that poor mental health costs U.S. employers nearly \$47.6 billion in lost productivity each year, but companies that invest in mental health initiatives see significant financial returns and stronger employee engagement (Deloitte, 2023).

The World Economic Forum also reports that for every \$1 invested in mental health care, employers see a \$4 return in improved health and productivity (World Economic Forum, 2020).

Final Thought

Being a strong leader means creating space for people to do their best work—and that starts with making sure they're mentally well. When you prioritize mental health from the top down, you build a culture where employees are not only productive, but genuinely thriving. **For more information on this topic, please use your EAP benefits to tune into our seminar, "Mind Matters: Prioritizing Mental Health in Your Daily Life" on May 22nd.**



Mental health is a leadership responsibility. Let's lead by example.

References:

- National Alliance on Mental Illness. (2023). Mental Health by the Numbers. Retrieved from <https://www.nami.org/mhstats>
- Deloitte. (2023). Mental health and employers: The case for investment. Retrieved from <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/mental-health-and-employers.html>
- World Economic Forum. (2020). Mental health at work: It's time to talk. Retrieved from <https://www.weforum.org/agenda/2020/10/mental-health-at-work-its-time-to-talk/>

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.

Q: "What are some signs that an employee might be struggling with their mental health?"

A: Signs can vary, but some common indicators include noticeable changes in behavior, such as withdrawal from team interactions, missed deadlines, a drop in performance, increased irritability or mood swings, and frequent absences. You might also notice someone appearing exhausted, overwhelmed, or disengaged. It's important to approach these signs with empathy rather than assumptions. A simple, private check-in like "Hey, I've noticed you seem a bit off lately—how are you doing?" can open the door to support without prying.

Q: "What if employees don't feel comfortable talking about mental health even after efforts to normalize it?"

A: That's completely normal—comfort levels vary, and some people may need more time or trust to open up. The goal isn't to force disclosure, but to create an environment where support is always available if and when someone is ready. Keep offering resources, reinforce confidentiality, and model openness as a leader (e.g., sharing your own experiences with stress or burnout in a professional, appropriate way). Building a truly supportive culture takes consistency over time—it's about creating safety, not pressure.



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

