

TeaP.

Everyone deserves a little couch-time.



Monthly Wellness Seminar

**Breaking the Silence:
Supporting Mental Health in Crisis Moments**

September 2025

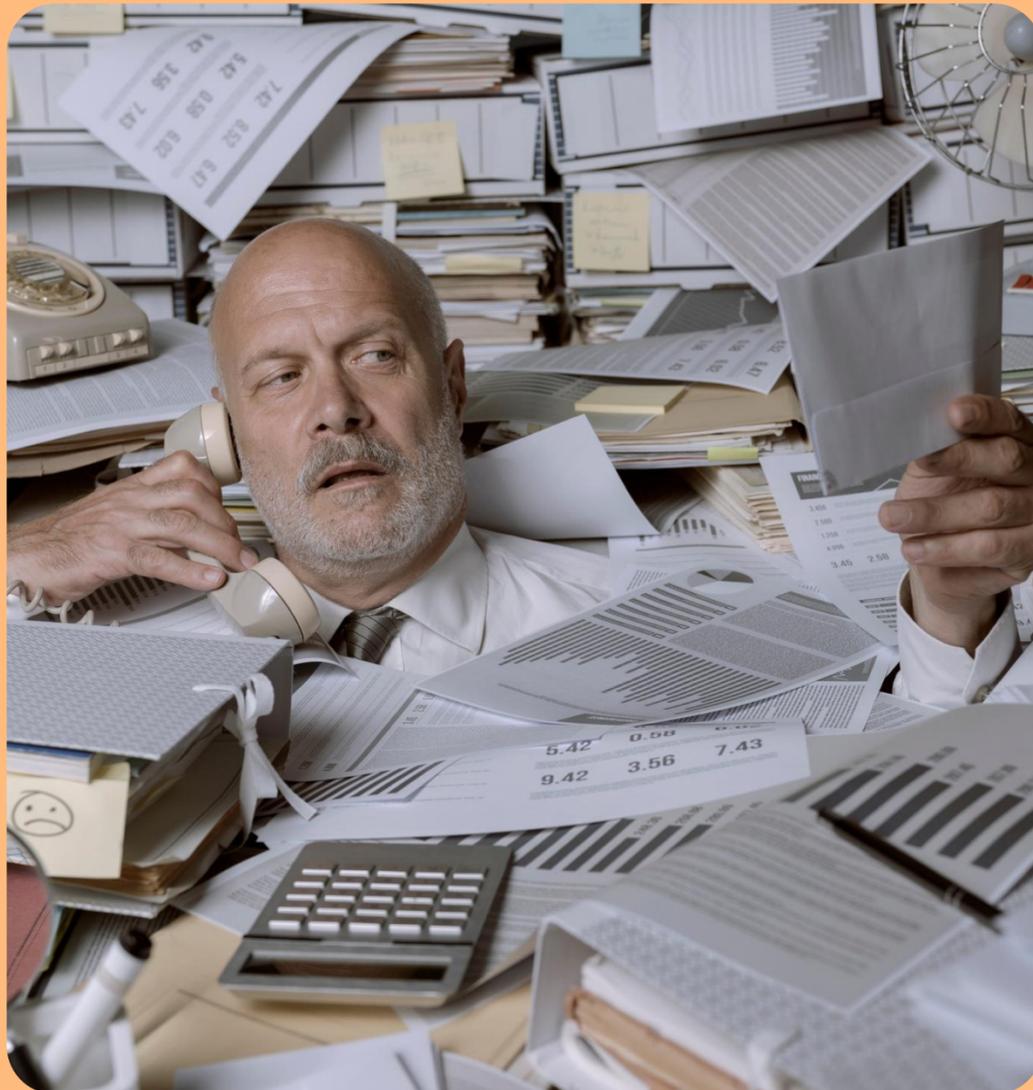


ABOUT THE PRESENTER

ROXANNE COLLINS LPC, MA

- Licensed Professional Counselor
- Educator for 15 years
- Neely Counseling Center
- Works w/Adults, Teens and Couples
- Loves to Travel

OPENING REFLECTION



- Have you ever made a decision under stress and later regretted it?
- Do you leave meetings or conversations feeling drained instead of energized?
- Stress and burnout don't stay in one place, they spill between work and home.

WHY ARE WE HERE?

UNDERSTAND...

how stress impacts the brain and body.

RECOGNIZE...

the signs of burnout and respond with compassion.

GAIN...

tools to break the silence at work and at home.



AMYGDALA

01

Triggers fight, flight, or freeze!

02

Decision-making shuts down under stress.

PREFRONTAL CORTEX

CORTISOL

03

Disrupts memory, focus, and mood.

04

Linked to sleep issues, memory lapses, and use of medications...

STRESS

MEDICATIONS

05

Ambien, Xanax, Zoloft, Adderall, Etc.

BURNOUT: AT WORK & HOME

Burnout is not "Work Only", it shows up everywhere



AT WORK:

- Missed Deadlines
- Irritability
- Withdrawal
- Mistakes

AT HOME:

- Exhaustion
- Conflict
- Disconnection (From Family & Friends)
- Isolation

POLL QUESTION

01

WHERE DO YOU NOTICE STRESS FIRST?

- At work
- At home
- Both equally
- Not sure



BREAKING THE SILENCE

- Notice, Name, Navigate: spot changes, name them calmly, navigate to support.
- 30-Second Check-Ins: small, genuine moments lower cortisol and boost oxytocin.
- Conversation Starters: Work: 'This feels heavy, how are you holding up?'
- Home: 'You seem a little off. Want to talk?'



CASE STUDY: MARIA

PROJECT MANAGER



- Irritable and withdrawn at work
- Disconnected at home, skipping family events
- Relies on prescription meds for sleep and focus, temporary relief
- Says: "I feel like I'm failing everywhere."

POLL QUESTION

02

WHAT MAKES IT HARDEST TO TALK ABOUT MENTAL HEALTH?

- Worry about judgment at work
- Not wanting to burden family/friends
- Feeling like I should handle it on my own
- Not knowing how to start



RESILIENCE ACROSS WORK AND HOME



- Support at work strengthens home life.
- Support at home improves performance at work.
- Safe environments build neuroplasticity, the brain's ability to adapt and recover.
- Connection reduces stress and builds resilience.

FINAL TAKEAWAYS



01

Stress impacts the brain and body, shaping how we think, feel, and respond.

02

Burnout can be recognized early, and small acts of support reduce isolation.

03

Simple tools and conversations create safe spaces at work and at home.

THANK YOU...

for joining us today, we look forward to seeing you next time!

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EAP BENEFIT SPOTLIGHT

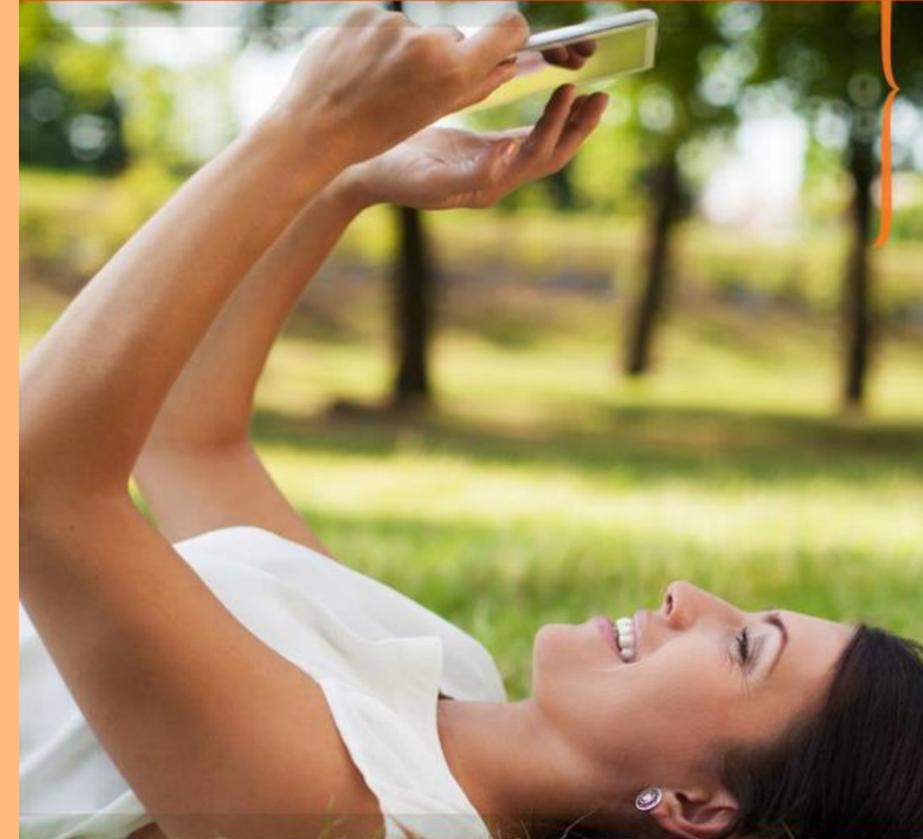
Employee Support Program

MEMBER WEBSITE



FEATURES INCLUDE

- Comprehensive library of topics including relationships, communication, emotional resilience, wellness, career, consumer tips, and more.
- Direct access to experts through instant messaging.
- Seven Content Divisions: Parenting, Aging, **Balancing**, Thriving, Working, Living, International



Connect to resources and experts online

Resources and support are right at your fingertips with your employee support program's website. The site offers options to instant message with or email our experts or browse a robust library of articles and resources to support your wellbeing at every stage of life.

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BREAKING THE SILENCE:

SUPPORTING MENTAL HEALTH IN CRISIS MOMENTS

The Three N's: A Simple Stress Identification & Navigation Structure



Notice

- Spot changes by paying attention to early warning signs of overwhelm (racing thoughts, irritability, tension in the body, loss of focus).



Name

- Calmly naming the emotion or experience activates the rational part of our brain. Put words to it: “I’m feeling anxious,” “I notice my chest is tight,” or “This situation feels overwhelming.”



Navigate

- Navigate through the situation by choosing a healthy next step: deep breathing, grounding exercises, a short break, or reaching out to a trusted person.

HOW TO CREATE & SUPPORT SAFE SPACES IN THE WORKPLACE



PEER ALLY NETWORK

Create Peer Ally Networks

- Set up voluntary peer-support groups or designate “wellness champions.”
- Employees can serve as allies by checking in, offering encouragement, and sharing resources.



NORMALIZE CHECK-INS

Normalize Real Everyday Check-Ins (Everyone)

- Start meetings with a quick “How’s everyone doing today?” or 1–10 stress check.
- Employees can model honesty in small ways: “I’m at a 6 today: tired but managing.”



LINK WORDS TO ACTIONS

Enact or Ask for Action

- When mental health concerns are raised, follow up with tangible support (policy adjustments, flexible schedules, or resources).
- Employees can also suggest practical solutions: “It helps me when I have clear deadlines—could we clarify the timeline?”

“Connection is the medicine that helps people recover and thrive.”

—Roxanne Collins, LPC