

NEELY EAP NEWSLETTER

DECEMBER 2025



WELLNESS SEMINAR

Join us for our monthly seminar on

From Holiday Blues to
New Year Renewals:
Finding Joy and Focus

DEC. 18, 2025
@2PM CENTRAL

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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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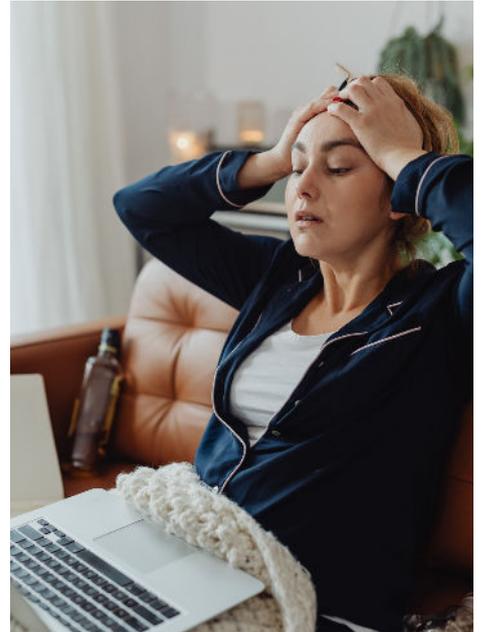


From Holiday Blues to New Year Renewals: Finding Joy and Focus

By: Rosalinda Rodriguez, LPC-A

What if the holidays feel heavy instead of joyful? Not just for you, but for the people you supervise as well. As a leader, you may be heading into January feeling the pressure to end the year on a high note, set the tone for your team, and step confidently into the new year... even when you're not sure you have the bandwidth for your own resolutions. So many leaders can relate with you on this! Supervising others doesn't make you immune to overwhelm and burnout, if anything, it adds another layer of it. So let's talk honestly about the realities of leading people through a season that is often celebrated as joyful but can just as easily feel painful, lonely, or stressful.

Winter isn't just cold, it's biologically harder. Less sunlight and naturally lower serotonin levels make this time of year fertile ground for old grief, stress, and emotional exhaustion to resurface. Maybe you're missing someone you've lost. Maybe the weight of supporting your team feels heavier than usual. Maybe you're working hard to hold space for everyone else while quietly running on fumes yourself. Here are a couple of ways to honor your own humanity while leading with compassion and steadiness.



- **Find your support.** Supervisors are often the support system for everyone else, but who supports you? Identify the people you can go to when you're overwhelmed or simply need someone to listen. And if you don't have a go-to person, maybe now's a good time to use your EAP counseling services. Leaning on community or counseling services isn't a sign of weakness, it's modeling healthy coping for your team.
- **Create rituals of comfort and connection.** For you and your team. If traditional holiday fanfare or January goal-setting doesn't resonate, build rituals that do. Maybe that's giving yourself ten quiet minutes before your first meeting, taking a walk during your lunch, or protecting one no-meeting afternoon each week. And for your team, consider small but meaningful practices like a brief check-in question to start meetings, a shared playlist, or a reminder to celebrate an employee's birthday.

Now, about New Year's resolutions. Britt Frank, LCSW, likes to refer to them as "res-illusions." We know resolutions rarely stick, but here's the supervisor-specific truth we don't talk about enough: of course they don't. We're trying to push productivity and change while we're in the middle of a season meant for rest and introspection, not high-intensity reinvention. Britt Frank outlines three big reasons resolutions fall apart: *unrealistic expectations, stressful timing, and social pressure*. Her alternative is refreshingly simple: *set resolutions in April*. By then, most of us have moved out of winter's emotional fog and have actually had time to rest, process, and rebuild energy.

You deserve a winter that supports your humanity, not one that demands perfection simply because you hold a supervisory title! Lead from a place that honors your limits. Care for yourself with as much intention as you care for your team. That steadiness, honesty, and humanness is what makes you a grounded, trustworthy leader in any season.

Please tune into our upcoming Monthly Webinar [From Holiday Blues to New Year Renewals: Finding Joy and Focus](#) on Thursday December 18th, at 2:00PM CST.

References

Frank, B. (2025, January 2). New Year's Resolutions or Res-Illusions? Why January goals fail—and what to do instead. Psychology Today.

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 small, realistic adjustments could I make for myself and my team to reduce stress during this season?

A: Try tiny but meaningful shifts: start meetings with a two-minute grounding pause, remind people to actually take their breaks, or adjust one deadline that truly doesn't need to be urgent. For yourself, identify one replenishing practice (i.e., like stepping outside for five minutes or keeping your calendar from filling edge to edge) and stick to it with intention. Again, small and steady adjustments often create long-lasting relief.

Q: How can I create a calmer winter workflow when deadlines and expectations still exist?

A: Small and steady adjustments. This can look like protecting no-meeting blocks, clarifying priorities so people aren't trying to tackle everything at once, or encouraging realistic pacing and reminding your team that "done" is better than "perfect." Setting a tone of steadiness reduces pressure without sacrificing outcomes. And when you name the seasonal stress out loud, people feel seen rather than pushed.

Q: What signs should I look for that someone on my team is struggling during the holidays?

A: Look for small shifts. A usually loquacious employee goes quiet, deadlines slip, irritability increases, or someone seems withdrawn during meetings. Changes in engagement or communication often tell you more than dramatic behavior does. If you notice something, check in privately with curiosity, not judgment: *"I've noticed you seem a bit more overwhelmed lately, how are you?"*



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

