

NEELY EAP NEWSLETTER

FEBRUARY 2026



WELLNESS SEMINAR

Join us for our monthly seminar on

Emotional Intelligence in Action: Reading the Room & Responding, Not Reacting

FEB. 19, 2026
@2PM CENTRAL

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QUARTERLY WEBINAR

Coaching Instead of Managing: Turning Employees Into High-Performers

MARCH 27, 2026
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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.

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Emotional Health, Self-Worth & Relationships at Work: What Leaders Should Know

By: Rosalinda Rodriguez, LPCA

Most leaders know that workplace relationships influence morale and performance. But the reverse is also true: how people feel about themselves shapes how they communicate, collaborate, and handle stress. Emotional health, self-worth, and relationships form a loop: when it's healthy, teams are more confident and resilient; when it's not, stress behaviors and self-doubt can quietly rise. Research consistently confirms this dynamic. A 2024 synthesis of over a million people **found that higher self-esteem consistently relates to better mental health and life satisfaction** (Zell & Johansson, 2024). Conversely, lower self-esteem is linked with higher anxiety, depression, and stress (Meštrović et al., 2025), which can show up at work as withdrawal, conflict avoidance, or burnout.



Relationships play a key role. Longitudinal studies show that self-esteem and social relationships reinforce each other over time (Harris & Orth, 2019; De Moor et al., 2021), and even small acts of support can boost mood and satisfaction on the same day (Berli et al., 2021). In the workplace, those moments often look like recognition, alignment conversations, and collaborative problem-solving. Emotional skills appear to be the bridge. Multiple 2025 studies found that better emotion regulation improves well-being, partly because it boosts self-esteem and optimism (Villegas et al., 2025; Sánchez-Sánchez et al., 2025). In simpler terms: better emotional skills → stronger self-worth → better relationships and performance.



How Leaders Can Strengthen the Loop

- **Treat confidence as a competency**, not a trait. Context shapes self-worth. Feedback culture, psychological safety, and how mistakes are handled all matter.
- **Normalize brief check-ins.** Asking “Are we on the same page?” or “What support do you need?” can prevent misalignment from escalating.
- **Model emotional regulation.** Pausing before reacting, naming frustration, or asking clarifying questions reduces reactivity and sets the tone for the team.

Self-worth, emotional health, and relationships reinforce each other. Strengthening even one part of the system can lift the others (Harris & Orth, 2019; De Moor et al., 2021). For leaders, the hopeful message is this: emotional health isn't just internal, and relationships aren't just interpersonal, they're cultural. When leaders tend to this loop, workplaces become more resilient, more collaborative, and more human.

To learn more about this topic, please join our upcoming webinar, [Emotional Intelligence in Action: Reading the Room & Responding, Not Reacting](#) on Thursday February 19th, at 2:00PM CST.

References
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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: How can I tell if my team's self-worth or emotional health is affecting performance?

A: Look for patterns, not just isolated incidents. Signs may include frequent withdrawal, hesitation to speak up, excessive self-criticism, low engagement, or heightened conflict. You can also track team morale through check-ins or one-on-one conversations. Emotional health often shows up in behaviors, tone, and collaboration patterns, so observing these signals gives insight into the loop between self-worth, relationships, and performance.

Q: How can I strengthen the emotional health loop in my team?

A: Here are a few options at your disposal...

- Model emotional regulation (pause before reacting, name your emotions, ask clarifying questions).
- Offer brief check-ins to see how team members are doing or if they need support.
- Encourage peer-to-peer support and recognition.

Q: How do I balance addressing performance issues while supporting emotional health and self-worth?

A: A few suggestions...

- Focus on separating behavior from identity.
- Give feedback on actions and outcomes, not on personal value.
- Pair accountability with empathy and support.
- Ask what barriers exist, offer guidance, and recognize effort or progress.

Leaders who combine clear expectations with psychological safety help maintain self-worth while improving performance, creating a positive loop between emotional health, relationships, and results.



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

