

NEELY EAP NEWSLETTER

MAY 2026



QUARTERLY WEBINAR

Join us for our quarterly webinar on...

Psychological Safety:
Reducing Fear
So Employees Think,
Speak & Innovate

JUNE 26, 2026
@2PM CENTRAL

[CLICK HERE TO REGISTER](#)

WELLNESS SEMINAR

Join us for a month of seminars on...

Join Us For Weekly Seminars During May's Mental Health Awareness Month

STARTING MAY 7TH
@2PM CENTRAL

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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.

Toll-Free, 24/7 Helpline:
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neelyeap.com



Mental Health Awareness & Whole-Person Wellbeing

Leadership comes with a responsibility most job descriptions never mention: the way you show up *directly shapes* your teams feeling of safety and how they feel when showing up, too, not just at work, but as whole people. Whether you realize it or not, your team is reading your cues. They notice when you send emails at 11 PM. They notice when you brush past someone who seems off. They notice when mental health is something talked about in a newsletter but never in a team meeting. Leadership is a multiplier. The behaviors you model, permit, and normalize get replicated across your entire team.

Numbers Leaders Need to Know

- 43% of employees say their manager negatively impacted their mental health by lacking understanding of life outside of work or treating team members unequally. (Headspace, 2024)
- 62% of employees did not feel fully supported when discussing a mental health-related leave of absence with their manager. (Headspace, 2025)
- 86% of workers say trust and transparency are critical to their relationship with their employer. (Mental Health America, 2024)

Three Leadership Actions You Can Take This Month

- **Schedule a team wellbeing conversation.** It doesn't have to be deep or clinical. Start with: "I've been thinking about how we take care of ourselves as a team, what's one thing that would help you feel more supported right now?" Then actually listen.
- **Audit your own habits.** Are you modeling the kind of work-life integration you want for your team? Look at your last two weeks: late emails, skipped lunches, unacknowledged moments of stress. Pick one thing to change, and let your team see you change it.
- **Know your EAP resources and share them proactively.** Don't wait for a crisis. Include EAP resources in team communications, mention it in 1:1s, and normalize using it before things get hard. You don't need a reason to use a benefit.

Leading well has always required more than managing tasks and hitting targets. In a world where your employees are navigating burnout, uncertainty, and the full complexity of being human, the leaders who stand out are the ones who make it safe to be honest, support whole-person health, and show that they're doing the same work themselves. Your influence is one of the most powerful tools for mental health on your team. Use it intentionally.

To learn more about this topic, please join our upcoming webinar, [Boundaries Without Guilt: Saying "No" and Advocating for Yourself Professionally](#), on Thursday May 21st, at 2:00PM CST.

By: Rosalinda Rodriguez, LPCA
Supervised by Dr. K. Neely, Ph.D., LPC-S

References:
Headspace. (2024). The Workforce State of Mind in 2024. [organizations.headspace.com](https://www.headspace.com/organizations)
Headspace. (2025). The Workforce State of Mind in 2025. [organizations.headspace.com](https://www.headspace.com/organizations)
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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 do I start a mental health conversation with my team without it feeling forced or awkward?"

A: The key is to stop waiting for the "perfect" moment and start small. You don't need to open a team meeting with "let's talk about our mental health," that will feel forced. Instead, normalize it through repetition and low-stakes entry points:

- Start 1:1s with "How are you actually doing?" and then pause long enough to mean it. Most people ask that question and start talking before the other person answers.
- Share something small and appropriate from your own experience first. "I've been pretty stretched thin this month and I've been trying to be more intentional about stepping away at the end of the day." You don't need to be vulnerable, just human.
- Reference the EAP or a wellbeing resource matter-of-factly in team communications, the same way you'd share a policy update. Normalcy comes from repetition, not grand gestures.

The awkwardness usually lives in the leader, not the room. Your team is often relieved someone finally said something.

Q: "How do I build a culture of wellbeing when I'm being pressured from above to hit targets?"

A: This tension is real, and anyone who tells you it isn't hasn't sat in your seat. The honest answer is that you won't always be able to change the system, but you have more influence over your immediate team culture than you may realize. Here's how to work within the tension:

- Reframe wellbeing as a performance strategy, not a trade-off. Burned-out teams miss deadlines, make more errors, and lose people. Rested, psychologically safe teams are more focused, more creative, and more resilient under pressure. The data supports this, use it when you need to make the case upward.
- Protect the small things, consistently. You may not be able to reduce the workload, but you can stop sending 9 PM emails. You can start meetings on time so they end on time. You can publicly recognize effort, not just outcomes. Small, consistent actions build culture faster than big programs.
- Be honest with your team about constraints. You don't have to pretend everything is fine or that you have full control. "I know this quarter has been a lot. I'm advocating for some relief and I want you to know I see it" goes further than silence or false optimism.

You are not going to single-handedly fix organizational dysfunction, and you shouldn't carry that weight. But between you and your team, there is a culture you do control. That's where to put your energy.



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

