

NEELY EAP

JUNE 2026

GET THE MOST FROM YOUR EMPLOYEE ASSISTANCE PROGRAM



WELCOME

We are so pleased to serve as your Employee Assistance Program (EAP) provider. The EAP is designed to be your first stop for support, offering prevention and short-term problem-solving services when life gets challenging.

Through the program, you have access to confidential short-term counseling, wellness seminars, legal support, and financial consultation services, all at no cost to you.

Each month, you'll receive a newsletter filled with helpful wellness tips along with updates on upcoming seminars, webinars, and additional resources available to you and your household.



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WELLNESS SEMINAR

Accountability & Follow-Through:
Soft Skills That Build Trust and
Reliability

06/18/26 | Thursday
2:00 PM CENTRAL TIME

[CLICK HERE TO REGISTER](#)

QUARTERLY WEBINAR

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

06/26/26 | Friday
2:00 PM CENTRAL TIME

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VIEW ON-DEMAND TRAINING ARCHIVE:
<https://neelyeap.com/eap-resources>

Accountability & Follow-Through: Soft Skills That Build Trust and Reliability

You said you'd handle it. Then life happened... and you didn't. Sound familiar? Most of us have been there. The difference between people who build strong, trusting relationships at work and those who struggle often comes down to two underrated soft skills: accountability and follow-through.

What Are We Actually Talking About?

- Soft skills are the interpersonal and self-management abilities that shape *how* we work, not just *what* we produce, things like communication, emotional regulation, and reliability.
- Follow-through is the practice of completing what you commit to, even when motivation fades or obstacles appear. It signals to others that your word means something.
- Accountability goes one step further: it's the willingness to own your outcomes, including your mistakes, without deflecting onto circumstances or other people.

Why does it feel hard? Here's something important: accountability often feels like a threat. Like you're surrendering power, admitting weakness, or handing someone ammunition to use against you. That instinct is deeply human, our brains interpret self-blame as danger. But what accountability actually offers is freedom, the freedom to be human. Humans make mistakes. That's not a flaw in the system; it is the system. Research supports this: self-compassion after failure leads to greater motivation and personal growth than self-criticism does (Breines & Chen, 2012).



Three Things To Practice:

- **Pause before deflecting.** When something goes wrong, notice the urge to explain it away. Take one breath and ask: What part of this is mine?
- **Self-soothe before you respond.** If accountability feels activating, try grounding first by naming five things you can see, slow your exhale, or place a hand on your chest. A regulated nervous system makes honest communication easier.
- **Close the loop out loud.** If you dropped the ball, say so directly: "I said I'd have that done by Friday, I didn't, and I'm sorry. Here's my plan." Simple. Powerful.

Accountability isn't about being hard on yourself. It's about being real with yourself and others. That's where trust is built, one honest moment at a time.

To learn more about this topic, please join our upcoming webinar, [Accountability & Follow-Through: Soft Skills That Build Trust and Reliability](#) on Thursday June 18th, at 2:00PM CST.

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

References:
<Click to View Reference Document>

Men's Mental Health & Emotional Expression

For generations, men have been handed an unspoken rulebook: be strong, stay stoic, figure it out yourself. The problem? That rulebook can cost people's lives.

Men die by suicide at nearly four times the rate of women, yet they are far less likely to seek help (ADAA, 2024). In 2023, only 17% of American men saw a mental health professional, compared to 28.5% of women (VeryWellMind, 2024). Depression affects more than 6 million men each year, and much of it goes undiagnosed, partly because men are more likely to show it through anger, risk-taking, or substance use rather than sadness (GoodRx, 2023).

Where Does This Come From? Society has long tied masculinity to toughness, dominance, and emotional silence. Boys learn early from families, peers, media, and culture that vulnerability is weakness. This is sometimes referred to as toxic masculinity: not a critique of men, but a term for the rigid, harmful set of expectations that discourages emotional honesty and help-seeking. It harms men just as much as anyone else. Cultural and racial backgrounds add another layer. For many Black, Hispanic, and Latino men, masculinity norms intersect with cultural values around stoicism and self-reliance, creating additional barriers to care (PMC, 2025).

Attainable Steps Toward Emotional Expression

- **Name it without fixing it.** Start small, just identify the feeling. "I'm overwhelmed" or "I'm hurt" is enough. You don't have to explain it or solve it right away.
- **Find one safe person.** Emotional expression doesn't require a therapist first. It can start with one trusted friend, family member, or partner, someone who listens without judgment.
- **Reframe strength.** Asking for help is not weakness. It is one of the most disciplined, self-aware things a person can do. Strength includes knowing your limits.



Feeling things doesn't make you less of a man. It makes you human. And humans heal when they're honest. In the words of therapist Kit Spina "Bottling up your emotions is like you holding a beach ball underwater. You can do it for a while but eventually it's going to launch up and smack you in the face."

To learn more about this topic, please join our upcoming webinar, [Psychological Safety: Reducing Fear So Employees Think, Speak & Innovate](#) on Friday, June 26th, at 2:00PM CST.

By: Rosalinda Rodriguez, LPCA

Supervised by Dr. K. Neely, Ph.D., LPC-S

References:

[<Click to View Reference Document>](#)



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.

At Neely EAP, we understand the challenge of balancing work and life stresses while staying mentally healthy. That's why we've partnered with your employer to offer you the following services free of charge:

- 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

