

Your EAP News

COUNSELING SERVICES

LEGAL/FINANCIAL CONSULTATIONS

ONLINE WORK/LIFE AND WELLNESS

Develop a Perseverance Mindset

Have you ever interacted with a coworker so focused on work that they didn't know when to quit? You may have been witnessing the work trait of perseverance—the ability to demonstrate sustained effort despite obstacles and setbacks. Any worthwhile goal will face obstacles. While perseverance may appear like workaholicism, it's goal-directed rather than pathological. Many people are ambitious, possessing the desire, motivation, and excitement to achieve a goal. However, they lack the perseverance needed to make it happen. Perseverance is the bridge to the goal. Research shows perseverance is the #1 predictor of work success and personal achievement. To create this driving force within yourself, spend time on the first step: Create a powerful “why” so compelling that you'll laugh in the face of obstacles. Really dig deep. When you reach the “big why,” it will feel like rocket fuel. The rest is mechanics: create steps to the goal, track progress, anticipate and embrace challenges, practice positive self-talk, shun distractions, stay inspired, and reward yourself for progress.



Building Teams: When Unreliability Strikes

It's not uncommon to have an unreliable team member, but most coworkers hold back too long in being assertive, hoping for change, improved performance, or follow-through with commitments. Sound familiar? Assertiveness often creates tension, and your fear of losing group harmony or fear of conflict, or simply not wanting the emotional burden of confronting a coworker is understandable. But avoidance risks hurting your team. Solution: Create traditions and shared values your team agrees to uphold, so when assertiveness is needed, it's seen as a commitment to those values—not a personal attack. If you do this, you'll increase productivity and accountability, and cohesiveness will ironically increase. If you're struggling now, meet and get agreement on this assertiveness tradition. It will be okay to speak up sooner with respect. You'll dispense with lingering frustrations and feel happier about your team with less fear about facing challenges. Hint: Ask your EAP about the language of assertiveness and how to maximize its impact while preserving trust and teamwork.



Mental Health Awareness Month

It's “Mental Health Awareness Month.” Celebrate it by experimenting with this 30-day positivity exercise. Instructions: At night, before falling asleep, take a few moments to jot down one positive moment from the day, and take 60 seconds to really feel it again. Research demonstrates this exercise shows “neuroplasticity of the brain.” This refers to its ability to “rewire” itself and, in this case, nurture a more positive mental attitude—one that is more optimistic, resilient, and emotionally balanced.



Parenting Tips: Spring Means Stress for Young People

Spring is usually an inspiring season, but it can also bring major stress for young people. Academic demands, social dynamics, and environmental changes all converge at once. During this time, they face pressure to perform, fit in, and make important life decisions. The list is long: exams, project deadlines, financial aid decisions, senior-year transitions, prom, graduation, college admission issues, FOMO, changing friendships and romantic relationships, disrupted sleep, extracurricular demands, anxiety about summer plans, and possibly moving away. These maturity-building challenges still benefit from parental support. The key is awareness and open communication—try asking, “Hey, Billy, how are you feeling about school right now?” Let them vent. Offer tips on scheduling and study habits. Encourage taking things one day at a time. Talk about the importance of breaks and sleep. Model good stress management. Stay alert for signs of mental health struggles: withdrawal, depression, or sleep or appetite changes. Don't overlook the value of professional counseling. Ask your EAP for checklists on symptoms of anxiety, stress, and depression. And seek support for yourself to explore how balanced parenting—without overstepping—can help build resilience.



Maintain Healthy Boundaries Between Work and Home



Even employees who believe in keeping healthy boundaries between work and home struggle to do it. Research shows, however, that maintaining boundaries is good for you and your employer. Productivity does not suffer! In fact, keeping boundaries can help workplace productivity by reducing burnout and turnover, improving focus, and creating a more positive work environment. Here are five boundaries most people struggle to maintain. If you recognize any of them and are ready for change, contact your EAP to explore your next steps to make some or all happen: 1) not responding to work communications after hours; 2) having a dedicated place in your home to work—no, this is not only to avoid distractions but also to eventually train your brain to “turn on for work,” thereby improving productivity; 3) taking a real honest-to-goodness lunch break, rather than eating at your desk or skipping it altogether; 4) when possible, politely saying you can’t take on more work or at least negotiating on deadlines; 5) making it step one when you arrive home to get out of your work clothes. Again, this ritual is not just about being more comfortable. It signals to your brain to destress and recognize the “day is over.”

Stress Tips from the Field: Managing Stress One Day at a Time



“Take it one day at a time.” This common saying means “stay present-focused” as a way of managing stress, but many related tips can help maximize this mindset—freeing you from spiraling into fear, sleep loss, and burnout. Consider: Avoid being overwhelmed by staying in the present. Still acknowledge today’s stressors, but address only what is in front of you. Limit catastrophic thinking and “what-ifs” by focusing on what can be done now. Ground yourself in the moment and take purposeful action, even if small. This reduces anxiety and the risk of imagined worst-case scenarios. Let go of what you can’t control. Build resilience through daily coping. Practice self-compassion—it muzzles your inner critic. Start the day with a simple goal to focus on the here and now, and realize that today’s challenges build resilience for tomorrow’s hurdles.

Voluntary: You decide when to use the program services.

Confidential: Your personal information will not be shared with your employer or anyone in your family. Only you know when you call for assistance.

Convenient: EAP offers services with professional providers with offices nationwide. Services can be accessed in-person or virtual.

No-Cost: Services under the EAP are available to you, your spouse/partner and your dependents under the age of 26.



TAKING CARE OF YOUR MENTAL HEALTH

Paying attention to the moment

Paying more attention to the present moment can improve your mental wellbeing. This includes your thoughts and feelings, your body and the world around you.

Learn a new skill

Research shows that learning new skills can also improve your mental wellbeing by:

- boosting self-confidence and raising self-esteem
- helping you to build a sense of purpose
- helping you to connect with others

Be physically active

Being active is not only great for your physical health and fitness. Evidence also shows it can also improve your mental wellbeing by:

- helping you to set goals or challenges and achieve them
- help to positively change your mood

Seek support when needed

Reach out to family, friends or call your EAP to connect with a mental health provider .



www.4eap.com

EMPLOYEE
ASSISTANCE
PROGRAM

800-324-4327

Crisis
Counselors
24/7

WELLNESS @ MINUTE

May 2025



UNDERSTANDING MENTAL HEALTH AND ITS IMPORTANCE
HOW EXERCISE SUPPORTS MENTAL WELL-BEING
MOOD-BOOSTING QUINOA & KALE SALAD
BOX BREATHING

UNDERSTANDING MENTAL HEALTH AND ITS IMPORTANCE

Mental health is just as vital as physical health. It affects how we think, feel, and interact with the world. From managing stress and emotions to maintaining relationships and productivity, mental well-being is a key component of overall health.

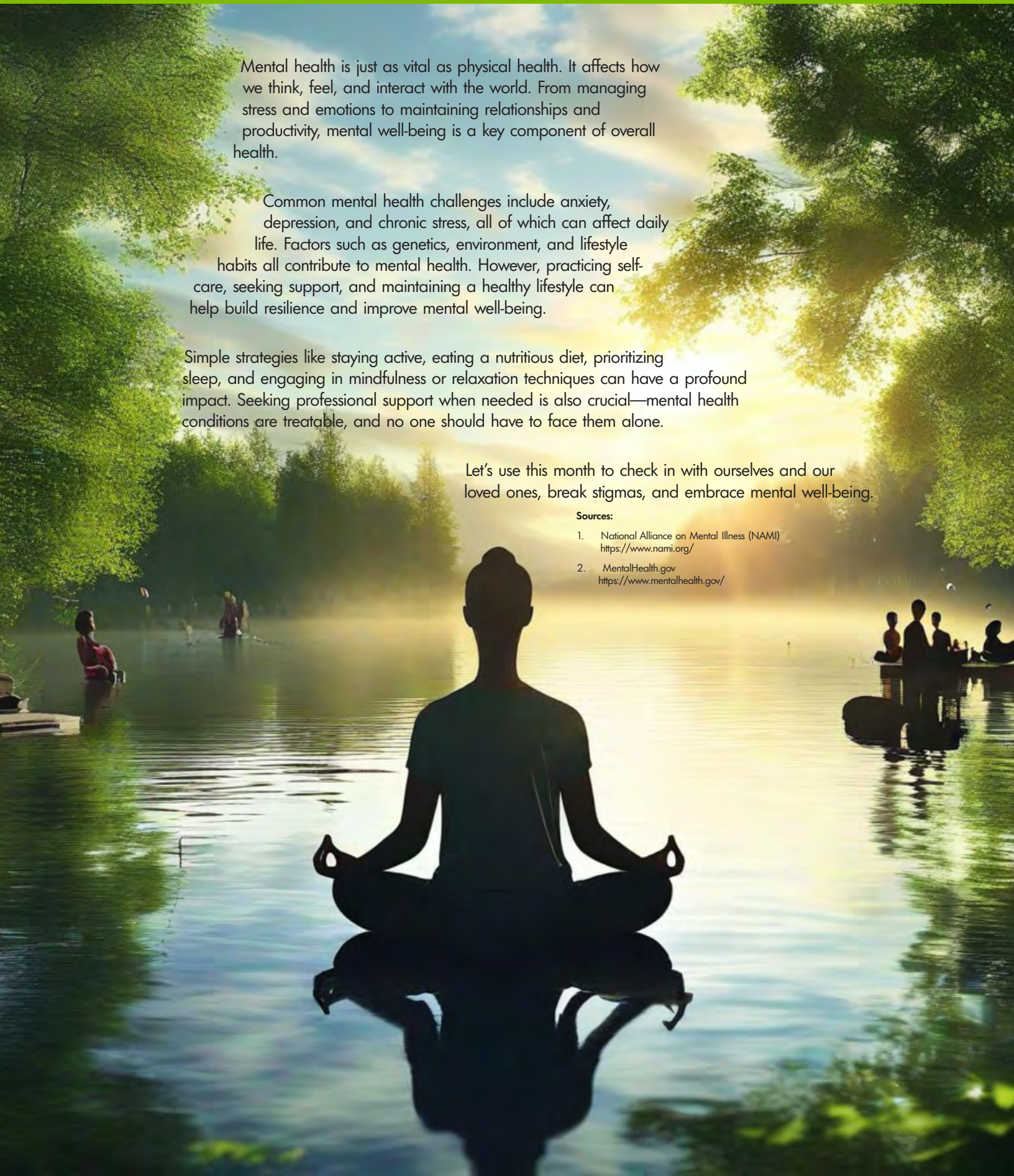
Common mental health challenges include anxiety, depression, and chronic stress, all of which can affect daily life. Factors such as genetics, environment, and lifestyle habits all contribute to mental health. However, practicing self-care, seeking support, and maintaining a healthy lifestyle can help build resilience and improve mental well-being.

Simple strategies like staying active, eating a nutritious diet, prioritizing sleep, and engaging in mindfulness or relaxation techniques can have a profound impact. Seeking professional support when needed is also crucial—mental health conditions are treatable, and no one should have to face them alone.

Let's use this month to check in with ourselves and our loved ones, break stigmas, and embrace mental well-being.

Sources:

1. National Alliance on Mental Illness (NAMI)
<https://www.nami.org/>
2. MentalHealth.gov
<https://www.mentalhealth.gov/>



HOW EXERCISE SUPPORTS MENTAL WELL-BEING

Physical activity is one of the most effective ways to boost mental health. Exercise releases endorphins—natural chemicals that help relieve stress and improve mood. Regular movement can also reduce symptoms of anxiety and depression by promoting relaxation and better sleep.

Different types of exercise offer unique mental health benefits:

- Cardio (e.g., running, cycling): Helps reduce stress and improve focus.
- Strength training: Builds resilience and confidence.
- Yoga and tai chi: Enhance mindfulness and relaxation.

Even short walks or stretching breaks throughout the day can positively impact mental well-being. The key is consistency—find an activity you enjoy and make it part of your routine!

Sources:

1. CDC - Physical Activity & Mental Health
<https://www.cdc.gov/physicalactivity/basics/pa-health/index.htm>
2. American Psychiatric Association - Exercise and Mental Health
<https://www.psychiatry.org/patients-families/exercise-and-mental-health>



MOOD-BOOSTING QUINOA & KALE SALAD

Serves: 2

This nutritious salad is packed with brain-boosting ingredients like quinoa, kale, and walnuts. Quinoa is a complex carbohydrate that stabilizes blood sugar, while kale is rich in antioxidants. Walnuts provide omega-3s, which support brain function and mood regulation.

INGREDIENTS:

- 1 cup quinoa, cooked and cooled
- 2 cups chopped kale
- 1/2 cup cherry tomatoes, halved
- 1/4 cup walnuts, chopped
- 1/4 cup feta cheese (or plant-based alternative)
- 2 tablespoons olive oil
- 1 tablespoon lemon juice
- 1 teaspoon Dijon mustard
- 1 teaspoon honey (or maple syrup for vegan option)
- Salt and pepper to taste

INSTRUCTIONS:

1. In a large bowl, massage chopped kale with 1 tablespoon olive oil for a minute to soften the leaves.
2. Add quinoa, cherry tomatoes, walnuts, and feta cheese.
3. In a small bowl, whisk together the remaining olive oil, lemon juice, Dijon mustard, honey, salt, and pepper.
4. Pour the dressing over the salad and toss well.
5. Serve immediately or refrigerate for a refreshing and nutrient-packed meal.

This salad is perfect for boosting energy and supporting mental clarity throughout the day.

Sources:

1. Harvard T.H. Chan School of Public Health - Nutrition & Brain Health
<https://www.hsph.harvard.edu/nutritionsource/mind-diet/>
2. National Institutes of Health - Nutrition & Mental Health
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6775441/>



BOX BREATHING

Box breathing is a powerful breathing technique used to manage stress and promote mental clarity. It is often practiced by athletes, military personnel, and individuals looking to reduce anxiety and improve focus.

HOW TO DO IT:

1. Inhale deeply through your nose for 4 seconds.
2. Hold your breath for 4 seconds.
3. Exhale slowly through your mouth for 4 seconds.
4. Hold your breath for 4 seconds.
5. Repeat for several cycles.

Practicing box breathing for just a few minutes can calm the nervous system, lower blood pressure, and improve focus. It's a simple yet effective tool for managing stress in everyday life.

Sources:

1. Healthline - Box Breathing Guide
<https://www.healthline.com/health/box-breathing>
2. National Institutes of Health - Controlled Breathing Benefits
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6189422/>



Your EAP Can Help

Anxiety • Stress • Depression • Financial Matters
Legal Concerns • Parenting Support • Coping with Grief
Trauma • Family Challenges • Substance Use

Toll-free: 800-324-4327

Español: 800-324-2490

Online: www.4eap.com

No cost & confidential

Crisis Counseling 24/7

