

Your EAP News

COUNSELING SERVICES

LEGAL/FINANCIAL CONSULTATIONS

ONLINE WORK/LIFE AND WELLNESS

A Staycation Might Be Just What You Need



Can you really take a vacation in your own town that promises to be full of fun and memories? Often called a staycation, the budget-friendly idea may sound unappealing at first. But if you can manage the cost of a nearby vacation rental and make time to plan daily excursions—such as trying new restaurants, enjoying local festivals, exploring museums, or hiking trails you’ve long ignored—it may surprise you how refreshing and memorable a staycation can be. Being intentional is key to making a staycation work. Be sure to plan just like you would for an out-of-town vacation and establish boundaries that keep you from wandering home and breaking the rhythm. Once you slip back into checking emails, doing chores, or handling work tasks, you lose the “away on vacation” mindset that makes rest and renewal possible. Treat your staycation as sacred time—no different than if you had traveled miles away—and protect it with the same commitment.

Coffee without Breakfast: A Risky Morning Habit



Grabbing coffee on the run and skipping breakfast may seem like a fast and easy way to start your day, but this habit can set the stage for future health issues like hormonal imbalances, metabolic stress, and increased risk of conditions like type 2 diabetes. Your body naturally produces cortisol, a stress hormone to help you wake up. Drinking coffee without eating causes your cortisol levels to spike higher. Without food to stabilize blood sugar, a midmorning energy crash soon arrives and can include fatigue, poor concentration, and irritability. This habit grows riskier as you get older because dizziness, dehydration, or fainting may ensue. It’s worse for those with high blood pressure or heart rhythm concerns. Protect your health by eating something to buffer caffeine’s effects. If you experience an irregular heartbeat, lightheadedness, or fainting, consult a healthcare provider and share your use of caffeine and nutrition habits so they can offer advice on your specific needs.

Stop Deadline-Driven Stress and Dread



Call it deadline-driven stress, the procrastination-stress cycle, or last-minute syndrome. Looming deadlines can derail your plans, steal your time, distract you from what you enjoy most, and build a sense of dread and anxiety as pressure mounts. So take steps to prevent this stress. When you are assigned a task, immediately take a first step: Divide the task into sections and give each a deadline between now and the final date. This immediately reduces significant stress of the project because it moves your frame of mind from feeling overwhelmed to having a structured view of the work, which gives you clarity and a feeling of more control. By breaking the task into smaller, anticipated, yet manageable parts, you avoid deadline anxiety and crisis-driven productivity.

Helping Older Men Face Mental Health Challenges



Years of conditioning have taught many men to deny distress, avoid vulnerability, and see the act of asking for help as a weakness. This mindset can make intervention by loved ones especially difficult when symptoms of mental illness are downplayed, family concern is dismissed, or the idea of treatment is off the table. It’s common for older men especially to dismiss symptoms of depression or anxiety as “just stress” or “part of getting older.” What a family labels as “stubbornness” is really reluctance undergirded by denial and a fear of being seen as weak. Talk to your EAP if you have a male family member with mental health symptoms accompanied by lack of motivation to get help. The best intervention path is usually an empathetic approach, not badgering confrontation. Statements like “Dad, you seem more withdrawn lately” are more likely to be accepted despite initial dismissals. Emphasize that seeking support takes courage; it’s not weakness. A trusted friend or doctor (someone influential or valued) can reinforce this message, often with great impact. None of this is a one-time conversation with sudden insight and success. It takes patience and consistency, but when older men feel respected and safe, accepting help is more likely.

Organizational Change: Adapt Faster, Thrive More .



Organizational change is often difficult because it disrupts your routine, imposes uncertainty and fear about the future, and upsets your sense of control over your life on and off the job. Since you can't stop organizational change, adapting to it faster is one key to reducing stress and taking advantage of it. Tip: Avoid panicking, or fighting change as the first reaction to the news; fully grasp what the change means. If you don't remain calm and formulate a deliberate approach, you can worsen your feelings of fear and miss examining opportunities that may suddenly exist. Find a way to engage with the new reality. Employers often notice and may favor employees who respond to change with maturity and flexibility. Venting is normal, and coworkers are still your best bet for processing feelings, but the EAP is more likely to have the empathy and resource knowledge you're looking for. Avoid the "way things used to be" syndrome, which can dampen your ability to engage with change and discover how organizational change can work for you.



Stress Tips from the Field:

Establish a Consistent Daily Routine

Many tips help remote workers stay productive, but one stands out as the most powerful: establishing a consistent routine. This single habit eventually engages your subconscious mind, signaling your brain that it is now time to be productive, automatically turns on your ability to focus, builds automatic behaviors, and creates the foundation that makes other productivity strategies effective. Whether it's setting boundaries, turning off distractions, creating a dedicated space, or selecting productivity tools, all are undermined without a consistent daily routine.



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.

Give Yourself a Sleep Staycation



Sleep vacations are the dreamy new trend designed to help reclaim our rest. Create a sleep paradise at home instead.

1. Clear your schedule. No errands, appointments or commitments.
2. Go "Off the grid" at home. No texts, calls, emails.
3. Do something relaxing. Gentle yoga, meditation, a warm bath. Whatever works for you.
4. Turn your bedroom into a sleep oasis. Make things as cool, quiet and dark as possible.
5. Climb in bed feeling calm, relaxed and ready for sleep.

Source: heart.org

Using your EAP benefit is a healthy way to maintain work-life balance and positively affect your well-being. **We are here to help.**



www.4eap.com

EMPLOYEE
ASSISTANCE
PROGRAM

800-324-4327

Crisis
Counselors
24/7

WELLNESS MINUTE

July 2025



SHINING A LIGHT ON UV SAFETY: PROTECTING YOUR SKIN YEAR-ROUND
DIGITAL DEVICES AND BLUE LIGHT: THE INDOOR UV CONNECTION
SKIN-NOURISHING SUMMER SALAD WITH CITRUS VINAIGRETTE
INDOOR CIRCUIT TRAINING: BEAT THE HEAT WHILE STAYING FIT

SHINING A LIGHT ON UV SAFETY: PROTECTING YOUR SKIN YEAR-ROUND

As summer reaches its peak, so does our exposure to ultraviolet (UV) radiation. This July, during UV Safety Month, we're focusing on how to enjoy the sunshine safely while protecting your most vital organ—your skin.

UV radiation comes in three forms: UVA, UVB, and UVC. While UVC is mostly absorbed by the Earth's atmosphere, UVA and UVB rays reach us daily, even on cloudy days. UVA rays penetrate deep into the skin, causing premature aging and contributing to skin cancer risk. UVB rays primarily affect the outer skin layers, causing sunburns and playing a key role in developing skin cancer.

"Many people don't realize that UV damage is cumulative and irreversible," says Dr. Amara Johnson, dermatologist at Metro Health Center. "The protection habits you form now will benefit your skin health for decades to come."

Recent studies show workplace-related UV exposure is a growing concern. Employees who work near windows, travel frequently, or take outdoor lunch breaks may receive significant UV exposure without realizing it. Even brief daily exposures add up over time.

SMART UV PROTECTION STRATEGIES:

- Apply broad-spectrum sunscreen with SPF 30+ every two hours when outdoors
- Wear UV-blocking sunglasses that protect against both UVA and UVB rays
- Schedule outdoor activities before 10 a.m. or after 4 p.m. when UV rays are less intense
- Check the UV Index daily through weather apps to gauge protection needs
- Consider UPF-rated clothing for consistent protection during outdoor activities

Remember that UV protection isn't just for beach days—it's a year-round necessity. Even during winter months, UV rays reflect off snow and can cause damage. By incorporating simple protection habits into your daily routine, you're investing in lifelong skin health.

Sources:

1. American Academy of Dermatology. (2024). "Sunscreen FAQs." <https://www.aad.org/public/everyday-care/sun-protection/sunscreen-patients/sunscreen-faqs>
2. Skin Cancer Foundation. (2024). "UV Radiation & Your Skin." <https://www.skincancer.org/risk-factors/uv-radiation/>
3. Occupational Safety and Health Administration. (2023). "Protecting Workers from UV Radiation." <https://www.osha.gov/sunprotection>



DIGITAL DEVICES AND BLUE LIGHT: THE INDOOR UV CONNECTION

While we're vigilant about outdoor UV exposure, many of us spend hours facing another light source: our digital screens. These devices emit blue light, a high-energy visible light that sits next to UV on the light spectrum.

"Blue light penetrates deeper into the skin than UVA rays," explains Dr. Tanya Rivera, ophthalmologist. "While not as damaging as direct sunlight, the cumulative effect of 8+ hours of screen time daily may contribute to skin aging and eye strain."

Research suggests blue light can cause oxidative stress in skin cells and may break down collagen, leading to premature aging. For your eyes, extended blue light exposure, especially in the evening, can disrupt sleep patterns by suppressing melatonin production.

BLUE LIGHT PROTECTION TIPS:

- Use blue light filters on devices or wear blue light-blocking glasses
- Follow the 20-20-20 rule: every 20 minutes, look at something 20 feet away for 20 seconds

- Apply antioxidant serums containing vitamin C or niacinamide to help neutralize free radicals
- Consider screen protectors that filter blue light
- Set devices to night mode in the evening hours

By managing both outdoor UV exposure and indoor blue light, you're providing comprehensive protection for your skin and eyes throughout the day.

Sources:

1. Journal of Biomedical Physics & Engineering. (2023). "Blue Light and Its Effect on Skin: A Systematic Review." <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7724471/>
2. American Academy of Ophthalmology. (2024). "Should You Be Worried About Blue Light?" <https://www.aao.org/eye-health/tips-prevention/should-you-be-worried-about-blue-light>
3. Sleep Foundation. (2024). "How Blue Light Affects Sleep." <https://www.sleepfoundation.org/bedroom-environment/blue-light>



SKIN-NOURISHING SUMMER SALAD WITH CITRUS VINAIGRETTE

Boost your body's natural UV defenses with this antioxidant-rich salad featuring lycopene, vitamin C, and healthy fats—nutrients that support skin health from the inside out.

INGREDIENTS:

- 4 cups mixed greens (spinach, kale, arugula)
- 1 cup cherry tomatoes, halved
- 1 yellow bell pepper, sliced
- 1 small cucumber, diced
- 1/4 cup red onion, thinly sliced
- 1/2 avocado, cubed
- 2 tablespoons pumpkin seeds
- 1/4 cup blueberries

CITRUS VINAIGRETTE:

- 2 tablespoons olive oil
- 1 tablespoon fresh lemon juice
- 1 teaspoon orange zest
- 1 teaspoon honey
- 1/2 teaspoon Dijon mustard
- Salt and pepper to taste

DIRECTIONS:

- Combine all salad ingredients in a large bowl
- Whisk vinaigrette ingredients in a small bowl
- Drizzle dressing over salad just before serving
- Toss gently and enjoy!

Nutrition Highlight: This salad delivers beta-carotene, lycopene, and vitamin C—antioxidants that help neutralize free radicals caused by UV exposure. The healthy fats from avocado and olive oil support skin barrier function, while the variety of colorful vegetables provides a spectrum of protective phytonutrients.

Sources:

1. Journal of Nutrition. (2024). "Dietary Antioxidants and Photoprotection." <https://academic.oup.com/jn>
2. American Journal of Clinical Nutrition. (2023). "Carotenoids and Skin Health: A Systematic Review." <https://academic.oup.com/ajcn>
3. Harvard T.H. Chan School of Public Health. (2024). "Antioxidants: Beyond the Hype." <https://www.hsph.harvard.edu/nutritionsource/antioxidants/>



INDOOR CIRCUIT TRAINING: BEAT THE HEAT WHILE STAYING FIT

During peak UV hours, take your workout indoors with this efficient 20-minute circuit that requires minimal equipment:

COMPLETE 3 ROUNDS OF:

- 45 seconds of bodyweight squats
- 45 seconds of modified push-ups
- 45 seconds of chair dips
- 45 seconds of high knees in place
- 45 seconds of plank hold
- 15 seconds rest between exercises

Benefits: This full-body workout improves cardiovascular health and builds strength while avoiding peak UV exposure. The circuit format keeps your heart rate elevated for maximum efficiency in minimal time.

UV-Smart Workout Tip: If you prefer outdoor exercise, schedule sessions before 10 a.m. or after 4 p.m., wear UPF-rated athletic wear, apply water-resistant sunscreen, and don't forget a hat and sunglasses for complete protection.

Sources:

1. American Council on Exercise. (2024). "Circuit Training Basics." <https://www.acefitness.org/education-and-resources/lifestyle/blog/6750/circuit-training-basics/>
2. Sports Medicine Journal. (2023). "High-Intensity Circuit Training: Efficient Strategy for Health Benefits." <https://link.springer.com/journal/40279>
3. Skin Cancer Foundation. (2024). "Sun Safety for Athletes and Fitness Enthusiasts." <https://www.skincancer.org/skin-cancer-prevention/sun-protection/for-athletes/>



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

EAP
**EMPLOYEE
ASSISTANCE
PROGRAM**



24/7

We are here to help

What can your EAP do for you?

An Employee Assistance Program (EAP) is a unique, 100% employer-provided benefit. It is designed as an intervention program to help employees and their family members address personal, emotional, work related issues and other challenges.

Your
Wellbeing



What is an **EAP**

An EAP offers confidential, short-term counseling and referral services to employees and their families at no cost. Whether you are facing personal issues, relationship challenges or financial stress, the EAP provides guidance and support to help you navigate these difficulties.

How does an EAP work?

When you contact your EAP, you will be connected to an Intake Coordinator who will assess your concerns and match you with the right support. Referral services are available to help address concerns such as:

Stress Management

Anxiety

Depression

Trauma

Mental Wellness

Grief and Loss

Addiction and Recovery

Legal Concerns

Financial Guidance

Parenting

Eldercare Support

Relationship/Marriage

Why use your EAP?

Your EAP offers support to help address issues you and your family may be dealing with to help prevent minor situations from escalating into overwhelming problems.

Your EAP is voluntary

and completely

CONFIDENTIAL

help starts here



800-324-4327



info@ieap.com



4eap.com



Crisis
Counselors
24/7