

YOUR EMPLOYEE ASSISTANCE PROGRAM

E·A·P *Plus*



EAP PLUS & YOU

PROVIDING A MENTALLY HEALTHY WORKPLACE

July 2021

TO VENT OR NOT TO VENT?



While letting your negative emotions out may feel good in the moment, science suggests it might make matters worse in the long run.

Sharing one's emotions can reduce stress while enabling us to feel closer to those we share with, particularly when they respond with sympathy or empathy. Sometimes being able to verbalize what's bothering us to another person helps to clarify the situation and name the emotions involved. In addition, a confidant can offer a new

perspective or sound advice.

But if we get stuck in a venting session and fail to make sense of what we are experiencing, venting may extend our emotional upset. Expressing our emotions can make us feel worse, especially if we don't find a way to gain some perspective on why we feel the way we do and take steps to soothe ourselves. In addition, repeatedly venting over and over again can create friction in social relationships. There is a limit to how much listeners want to hear.

So, if you need to vent, keep these things in mind:

- Be selective about when you vent.
- When you vent to others, prompt them to offer perspective.
- Consider who you want to vent to.
- Avoid venting on-line.

(Source: greater.good.berkeley.edu)

BENEFITS OF SUNSHINE

Summer is a great time to be outdoors!

Spending time outdoors can improve overall health and wellness. Some time in the sun can

- Improve your sleep
- Reduce stress
- Maintain strong bones
- Strengthen your immune system
- Fight off depression



So while you may want to spend a few minutes in the sun, remember to apply sun screen with a minimum Sun Protection Factor (SPF) of 30 and limit your exposure.

EMPLOYEE MENTAL HEALTH ISN'T IMPROVING

As COVID vaccination rates increase and COVID rates decrease, mask mandates and social distancing requirements are being lifted and employers are increasingly calling employees back to work.

At the same time, employee mental health is taking a hit. Stress, anxiety and depression continue to creep up, especially for female employees.



Employee focus has dropped 24% since April and is 59% worse than pre-pandemic levels. According to the Mental Health Index, post-traumatic stress disorder is on the rise among employees, and can lead to decreased productivity, frequent work absences and a drop in performance.

What can employers do? Cultivate a workplace culture that normalizes conversations around mental health and put resources in place for those who need support. Employers can promote the EAP as a valuable resource to optimize employee health and well-being.

(Source: Mental Health Index by Total Brain and the National Alliance of Healthcare Purchaser Coalitions.)



Meet your EAP Manager!

Mary Jane Kocian-Figueroa, Psy.D., MPH

Feel free to reach out to Mary Jane directly with any questions or needs at **937-528-3176**. We care about your company's well-being and that of your employees.

Information in this newsletter is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional.



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