

YOUR EMPLOYEE ASSISTANCE PROGRAM

E·A·P *Plus*



EAP PLUS & YOU

PROVIDING A MENTALLY HEALTHY WORKPLACE

JANUARY 2024

NEW YEAR'S RESOLUTIONS



How to Make Your Resolution a Life-Changing Event

It is difficult to turn a resolution into a reality, but there are some things you can do to help facilitate the process.

Be realistic and set goals that are SMART: Specific, Measurable, Attainable, Realistic and Time-Bound.

- Be clear on what you want to achieve.
- Establish ways to measure your progress.
- Set reasonable expectations.
- Expect setbacks.
- Set timeframes for achieving each step toward your goals.

Put it in writing: Write down your goal.

Develop a plan to reach your goal: Take the time to write down the steps you are going to take to implement the change you want to make. Be specific as to what you will do and when. For example,

- I will work out three days a week for thirty minutes each day.
- I will eat at least 1 serving of fruit and vegetables daily.
- I will walk up the stairs at work instead of taking the elevator.

Use notes to remind yourself: It can be helpful to leave notes to remind yourself of the change you want to make. For example, place a reminder on the fridge to eat one serving of fruit at lunchtime. Put a reminder on your desk to walk up the stairs instead of taking the elevator.

Plan for the entire year: Some goals take time. As such, be flexible and willing to adapt the plan when needed.

For instance, walking 30 minutes 3 times a week is delightful in Spring, Summer and early Fall, but might not be doable in ten degree weather. As such, you could still walk if you have access to an indoor track, but you might also want to consider other indoor activities (i.e., swimming, biking, squash) that can be added to the plan.

Allow yourself to make mistakes or get off track: Don't be too rigid and beat yourself up should you stumble. For instance, if you give into temptation and eat an entire cherry pie and then gain one pound, it could be easy to claim defeat. Instead, acknowledge that behavior change is hard and review what you will do to get back on track (i.e., portion control, counting calories, eating balanced meals).

A Good New Year's Resolution Goal - "Make time for me." EAP Plus+ can assist you with that. Getting assistance is a just a phone call away, **937-293-4525**.

LOOKING FOR A THERAPIST?



Here are some ideas on how to find one.

Call Your Employee Assistance Program

EAP Plus+ is a great resource. Up to 6 free therapy sessions are available to eligible employees, their spouse/partner, and their dependents. If you need continued services, the EAP will usually work with you to connect to a therapist covered by your insurance.

Ask Friends and Family

You can ask around to friends or family who may already be in therapy or know someone who likes their therapist. It may not always be a good idea to see the same therapist as a family member, but there may be other therapists in the same practice that you could try.

Your Insurance Provider

Most insurance providers will have a directory of in-network providers for a variety of concerns including mental health support.

CREATING PSYCHOLOGICALLY SAFE WORKPLACES



Psychological safety is the belief that one can speak up with ideas, questions, or concerns without being ridiculed, humiliated or fired. Psychological safety implies that employees feel free to brainstorm out loud, challenge the status quo, share feedback and work through disagreements, knowing that leadership values honesty, candor and truth-telling.

According to the Center for Creative Leadership, research has shown that organizations benefit from diversity of thought, and that groups of people with different backgrounds tend to be better at identifying problems and generating creative solutions than people with similar experiences. Employees who feel psychologically safe are more likely to speak up, ask questions, share reservations and respectfully disagree. In contrast, when psychological safety is low in the workplace, people tend not to raise their concerns and disengage. The outcome is that an organization may move forward on a project that others know is problematic, or fail to address problems that everyone seems to be aware of except leadership.

Answer these questions to assess the level of psychological safety in your workplace:

- When a member of the team makes a mistake, are they given helpful and constructive feedback?
- Can team members bring up problems and tough issues?
- Do team members encourage others' opinions and thoughts even though they may differ from their own?
- Are team members comfortable taking risks at work?
- Are team members willing to ask others for help?
- Do other team members openly commend your efforts?
- Are unique skills and talents valued and utilized?

The more questions that were answered yes, the greater the likelihood that your work environment is psychologically safe.

Source
Source



Meet your EAP Manager

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

Please reach out to Mary Jane directly at **937-528-3176** with any questions or if you are seeking us as a possible resource for your staff. We care about your company's well-being and that of your employees!

All calls for counseling services:
937-293-4525

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