



April 2025 EAP PROMOTIONAL EMAIL

Hello everyone – As we head into April, our [Washington State Employee Assistance Program \(EAP\)](#) is offering the following resources to support you and your family:

EAP Events and Webinars

The Washington State EAP is excited to share our expanded roster of *live* [events and webinars](#). We hope that you will be able to join us for the following events:

- Join us for **Wellness Wednesdays** -- every Wednesday from 12noon to 12:30 pm. In April, our series features...

The Art of Assertiveness and Confidence

In recognition of [National Sexual Assault Awareness Month](#), this series explores how to build confidence, speak up for yourself and others, and develop a deeper sense of self-worth. These sessions offer practical tools for communicating with clarity and compassion—whether you're setting boundaries, advocating for your needs, or navigating difficult conversations. By the end of the series, you'll feel more empowered to stand firmly in your truth while cultivating self-acceptance from within. **Interested in joining us? [Please register HERE!](#)**

- **April 9, 2025: The Art of Saying No**

Saying “no” can be one of the hardest yet most empowering things we do. In this session, we’ll explore why boundary-setting is essential to emotional well-being, how to say no with clarity and compassion, and strategies for managing guilt or discomfort that can come with it. Learn how to honor your capacity without apology and protect your time, energy, and values—both at work and in your personal life.

- **April 16, 2025: The Art of Self-Advocacy**

Whether you're speaking up in a meeting or asking for support, self-advocacy is a vital skill. This session provides tools to help you identify your needs, communicate them confidently, and navigate difficult dynamics with respect and courage. Learn how to advocate for yourself in a way that

strengthens relationships, promotes equity, and builds trust.

▪ **April 23, 2025: Boosting Self-Esteem: Simple but Effective Strategies**

Confidence isn't something you either have or don't—it's something you can build. In this session, we'll explore approachable, research-backed techniques to strengthen your self-esteem, including daily affirmations, tracking small wins, reframing negative self-talk, and using body language to reinforce inner strength. Leave with practical ways to support your self-worth from the inside out.

▪ **April 20, 2025: Self-Acceptance: Embrace Your Story Without Judgment**

True confidence isn't about perfection—it's about acceptance. In this reflective and inspiring session, we'll explore how to practice self-acceptance through self-compassion, release harsh inner criticism, and embrace all parts of your story—especially the ones that shaped your strength. Learn how to hold space for yourself with grace, even during difficult moments.

Join us every Wednesday in April at noon! Register: [HERE](#)

• [The Art of Assertiveness and Confidence](#)

Being confident and assertive isn't about being the loudest voice in the room—it's about expressing yourself clearly and respectfully while maintaining positive relationships. This session helps participants develop assertive communication skills, build self-confidence, and navigate difficult conversations with poise. Learn how to balance assertiveness with empathy, practice "I" statements and active listening techniques, and apply real-world strategies for setting boundaries and advocating for yourself.

*****Tuesday, April 22, 2025, 2:00 pm***Corrected date**

• [Boundary Setting with Empathy: Creating Healthy Professional Relationships](#)

Setting boundaries is essential in the workplace, but doing so with empathy strengthens relationships and fosters respect. This session teaches professionals—especially those in public-facing roles—how to assert boundaries effectively while maintaining compassion. Learn real-world techniques to communicate limits, manage emotional responses, and prevent burnout without guilt

Thursday, April 10, 2025, 11:00 am.

Can't attend the live April webinars? Check out [future dates](#).

In addition, EAP offers [on demand webinars](#) on subjects such as: [EAP Orientation](#), [depression and anxiety relating to stress](#), [emotional intelligence](#), and [more](#).

Work/Life

In April, the [EAP Work/Life site](#) is offering tools and resources to help you learn more about how **staying organized can transform your daily life by boosting efficiency, increasing productivity, reducing stress, and creating more mental space**. Get started by viewing this month's on-demand seminar, "**Clutter to Clarity: Organizational Skills for Better Living**" – it's available beginning **Tuesday, April 15th** through the [Work/Life site](#): just log in with your Work/Life Access Code, <UW>.

Monthly Resources for April 2025

The Art of Assertiveness and Confidence

As we move into April, we're focusing on personal empowerment—learning how to use our voice, assert our needs, and stand up for ourselves and others with confidence and compassion. Whether it's setting boundaries, speaking up in challenging situations, or practicing self-advocacy, assertiveness helps us strengthen our communication, self-respect, and resilience.

National Sexual Assault Awareness Month

April is National Sexual Assault Awareness Month, a time to support survivors, challenge harmful norms, and promote safe, respectful environments for all. One powerful way to contribute is to learn how to intervene when you witness harmful behavior. Assertiveness isn't just about protecting our boundaries—it's also about supporting others. Throughout this month, we invite you to explore ways to use your voice with courage, empathy, and purpose.

Standing Up for Yourself and Others

Being assertive doesn't mean being aggressive. It's about clearly and respectfully expressing your thoughts, needs, and boundaries—while honoring the dignity of others. Whether you're navigating family dynamics, workplace challenges, or personal relationships, assertive communication can reduce stress, improve relationships, and boost your overall well-being. This month's Wellness Wednesday series offers practical strategies to help you build assertiveness and confidence from the inside out.

Building Self-Esteem and Self-Acceptance

Confidence grows from daily actions like affirmations, practicing boundary-setting, and acknowledging your strengths. But it also requires compassion. Accepting yourself, imperfections and all, helps you move forward with less fear and more authenticity. As you explore assertiveness this month, reflect on your inner dialogue, recognize your worth, and embrace your story without judgment.

Featured Resource: Assertiveness, Safety, and Support

This month's theme focuses on confidence, assertiveness, and standing up for yourself and others—both in everyday interactions and in moments that require courage and compassion. The resources below support those goals by offering practical tools, guidance, and support services.

- **The 5 D's of Bystander Intervention**

Learn how to safely intervene when witnessing harassment or harmful behavior using the proven 5 D's method (Distract, Delegate, Document, Delay, and Direct).

- [Video Playlist](#)
- [Training Resource Guide](#)

- **Sexual Assault & Intimate Partner Violence Awareness**

Support is available for anyone impacted by sexual violence, harassment, or abusive relationships. These resources offer free, confidential help and information.

- [RAINN / National Sexual Assault Hotline](#) — 1-800-656-HOPE (4673) or chat online
- [National Domestic Violence Hotline](#) — 1-800-799-SAFE (7233), or [chat](#) / text "START" to 88788

- [One Love Foundation](#) — Education and tools for identifying and preventing relationship abuse
- [Workplaces Respond to Domestic & Sexual Violence](#) — A national resource center supporting survivors and employers
- **Watch & Learn**
 - [#That’sNotLove Campaign Video](#) – A powerful campaign highlighting signs of unhealthy relationships
 - [Gaslighting Explained](#) – What it is, how to recognize it, and how to respond
 - [Setting Boundaries Video](#) – A guide to asserting your needs with clarity and respect
- Navigating life with confidence starts with knowing your value, using your voice, and standing up for yourself and others. This April, we encourage you to take small but meaningful steps to strengthen your assertiveness skills, support those around you, and create safer, more respectful spaces—at work and in your personal life.

Need support? The Washington State EAP is here for you. Visit eap.wa.gov for confidential counseling, webinars, and tools to help you build confidence, set healthy boundaries, and navigate life with greater self-assurance.

Wishing you a month of courage, clarity, and confidence!

Articles and Other Resources

Workplace and Leadership Resources

- [5 Steps for Building Self-Confidence at Work](#)
- [Simon Sinek: No One is Born with Self-Confidence](#)
- [Six Behaviors to Increase Your Confidence](#)
- [The Power of Vulnerability](#)
- [Tame Your Self-Talk](#)
- [How to Be Assertive Without Being Aggressive](#)
- [How to Be Assertive as a Woman at Work](#)
- [How to Build Confidence at Work](#)
- [Ten Tips to Keep Work from Taking Over Your Life](#)
- [Protecting Yourself Against Bullying at Work](#)
- [Setting Healthy Boundaries at Work](#)
- [How to Set Boundaries as an Overworked Educator](#)

- [Warning Signs that a Co-Worker May Be Experiencing Intimate Partner or Sexual Violence](#)
- [Team Accountability](#)
- [7 Steps to Build Your Confidence as a Leader](#)
- [How Leaders Build Trust and Confidence](#)
- [Simon Sinek: How Exactly Leaders Inspire Confidence With a Team](#)
- [How Great Leaders Bring Out Others' Self Confidence](#)
- [Self-Trust: Reconsidering Self Confidence](#)
- [Putting Clear Leadership and Expectations on the Agenda](#)
- [Putting Psychological Protection on the Agenda](#)
- [Supporting Employee Success](#)
- [Identifying and Preventing Employee Burnout for Leaders](#)

Marginalized Communities

- [How Structural Racism Shapes Black Americans' Sense of Self](#)
- [Internalized Racism and Self-Confidence: The Role of Psychotherapy in Healing](#)
- [The Value Dilemma: What it Means to be Humble and Confident as a Woman of Color](#)
- [Confidence for a Dark Skin Girl: Here's My Num. 1 Secret](#)
- [After a Racist Comment, I Chose to Start a Conversation](#)
- [Responding to Microaggressions and Unconscious Bias](#)
- [A Guide to Responding to Microaggressions](#)
- [Video: How to Respond to Microaggressions at Work](#)
- [Video: 5 Ways to Intervene When Other Women Face Disrespect](#)
- [The 5 D's of Bystander Intervention – Video Playlist](#)
- [The 5 D's of Bystander Intervention – Guide](#)
- [Abuse and Cultural Context](#)
- [The Journey of Self-Acceptance: Understanding and Overcoming Internalized Homophobia](#)
- [On Developing Queer Confidence](#)
- [Creating Your Main Character Energy](#)

- [Research: What Effective Allies Do Differently](#)
- [Facing the Future Together: FAQs, Guidance, and Resources \(LGBTQ+\)](#)
- [Embracing the Journey: Cultivating Confidence and Self Esteem as a Trans* Individual](#)
- [Tools for Transgender and Gender-Nonconforming People to Address Discrimination](#)
- [Supporting the Transgender People in Your Life: A Guide to Being a Good Ally](#)
- [Supporting Trans and Non-Binary Loved Ones – PFLAG Toolkit](#)
- [For Educators: Supporting LGBTQ+ Students in the Classroom and Online](#)
- [The Neurodivergent Struggle: Confidence or Just Another Mask?](#)
- [How to Build Self-Confidence in Your Neurodivergent Child](#)
- [I Belong Too: Confronting Racial Bullying of Refugees and Migrants Within Schools \(PDF\)](#)
- [Know Your Rights: What to Do If You Are Arrested or Detained by Immigration](#)
- [From Silent Suffering to Speaking Up: A Journey of Self-Advocacy in Mental Health](#)
- [Emotional Recovery from Psychosis: Trusting and Believing in Yourself Again](#)

Personal and Family Well-Being

- [Live Webinar \(April 1, 10–11 AM PT\): Setting Healthy Boundaries in Relationships](#)
- [Live Webinar \(April 3, 8–9 AM PT\): The Science Behind Confidence and Self-Esteem](#)
- [How to Build Your Confidence and Spark it in Others](#)
- [Confidence – Psychology Today](#)
- [How to Build Confidence – HelpGuide](#)
- [9 Daily Practices to Build Self-Confidence](#)
- [How to Be More Self-Confident: 9 Tips](#)
- [The Core Beliefs of Confidence](#)
- [What is Body Positivity?](#)
- [The Impact of Body-Shaming and How to Overcome It](#)
- [Quiz: Are You a Submissive, Assertive, or Aggressive Communicator?](#)
- [Being Assertive: Reduce Stress, Communicate Better](#)
- [How to Stand Up for Yourself – Psychology Today](#)

- [How to Stand Up for Yourself Without Second-Guessing](#)
- [How to Set Boundaries When You've Never Been Taught How](#)
- [How to Stop Being Passive Aggressive](#)
- [How to Stop People-Pleasing](#)
- [Your Relationship Can't Survive Without Boundaries](#)
- [On-Demand Recording: Understanding Toxic Relationships](#)
- [What is a Healthy Relationship?](#)
- [Warning Signs of Abuse by an Intimate Partner](#)
- [What Consent Looks Like](#)
- [Awareness: The Key to Confidence and Significance for Caregivers](#)
- [Raising Confident Kids](#)
- [Confidence and Self-Esteem Resources – Child Mind Institute](#)
- [4 Small Ways to Build Confidence in Kids](#)
- [4 Ways to Free Your Child from Crushing Self-Doubt](#)
- [Teaching Kids About Boundaries and Empathy](#)
- [How to Talk to Your Kids About Sexual Assault](#)
- [Warning Signs that a Child or Teen has been Sexually Assaulted or Abused](#)
- [Grooming: Know the Warning Signs](#)

General Resources

- [988 Lifeline – Call or Text 988, or chat](#)
- [Trevor Project Crisis Services \(LGBTQ+ youth, 13-24\)](#)
- [Trans Lifeline – trans support by and for trans people](#)
- [Workplace Strategies for Mental Health – comprehensive mental health and wellbeing resources for employees, managers/leaders, and organizations](#)

- [Child Mind Institute – comprehensive resources to understand and support child mental health and wellbeing](#)
- [NAMI \(National Alliance on Mental Illness\)](#)
- [Video: Compassionate Body Scan Meditation \(23 minutes\)](#)
- [Video: Coping With Uncertainty Meditation \(9 minutes\)](#)
- [Video: Box Breathing Meditation \(6 minutes\)](#)