



November 2024 EAP PROMOTIONAL EMAIL

Hello everyone – As November begins, 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 monthly roster of *live* [events and webinars](#). We hope that you will be able to join us for the following events:

- Join us **every Wednesday at 12noon** in November as we present **Wellness Wednesdays!** Each month will have a themed topic and all sessions will relate to that topic. This month, our focus is...
- **The Healthy Holiday Series!**
As the holiday season approaches, maintaining balance, well-being, and healthy habits can feel challenging amidst the celebrations, social commitments, and family gatherings. Our November Wellness Wednesday series is designed to help you navigate the holiday season with strategies that prioritize your health and emotional well-being. From mindful eating to boundary-setting, each micro-training offers practical tips to help you enjoy the holidays while maintaining balance and reducing stress. Whether you're preparing holiday meals, managing expectations with loved ones, or looking for ways to stay active, this series will provide you with tools to create a healthier, happier holiday season. Join us as we explore how to approach the holidays with intention, so you can enjoy the festivities without feeling overwhelmed.

11/7/2024: How to Approach Holiday Meals with Mindfulness

The holiday season is filled with opportunities to indulge, but that doesn't mean we have to abandon mindful eating habits. In this session, we'll explore strategies for approaching holiday meals with mindfulness, from savoring every bite to managing portion sizes without feeling deprived. Learn how to navigate family gatherings, buffet tables, and holiday treats in a way that leaves you feeling satisfied and balanced.

11/13/2024: Boundary-Setting for the Holidays

The holidays can bring pressure to say yes to every invitation, family gathering, or request. This session discusses boundary-setting strategies to help you prioritize your well-being during this busy season. Learn how to say no without guilt, set limits with family and friends, and protect your time and energy while maintaining healthy relationships.

11/20/2024: How to Cope with the Holiday Blues

While the holidays are often seen as joyful, they can also bring sadness, loneliness, or stress. In this session, we'll explore ways to cope with the "holiday blues" by focusing on emotional well-being, managing expectations, and finding support when needed. Discover simple practices to keep your mental health in check and learn how to enjoy the holidays on your terms.

11/27/2024: Tips to Stay Active During the Holidays

Overcome the afternoon slump with our dedicated micro-training on maintaining energy levels throughout the day. Discover practical techniques to stay alert and productive during those crucial post-lunch hours. We'll explore the benefits of short breaks, light exercise, mindful practices, and nutritional tips to keep you energized and focused.

Interested in joining us? Please register [HERE!](#)

- [EAP Orientation for Supervisors, Leaders, and HR Professionals](#)

This is a new monthly EAP orientation with a focus on the EAP benefits available to supervisors, leaders, and HR professionals. **Wednesday, November 20, 2024, 3:00 pm – 3:30 pm**

- [EAP Orientation to the Employee Assistance Program](#)

This monthly EAP orientation focuses on the services available to employees and their household members through the Washington State EAP. **Tuesday, November 12, 2024, 2:00 pm – 2:30 pm**

Can't attend the live November webinars? Check out [future dates](#). In addition, EAP offers [on demand webinars](#) on a variety of subjects, including [EAP Orientation](#), [depression and anxiety relating to stress](#), [emotional intelligence](#), and [more](#).

Work/Life

In November, the [EAP Work/Life site](#) is offering tools and resources to help you learn about **the power of laughter and humor in life**: how laughter can boost your mood, strengthen relationships, benefit your health. From a broader perspective, laughter can help transcend boundaries and connect people on a profound level. Learn more by viewing this month's on-demand seminar, "**Laughter Helps**" – it's available beginning **Tuesday, November 19th**, through the [Work/Life site](#): just log in with your Work/Life Access Code: **UW**

Monthly Resources

As Election Day Approaches: Preparing Your Mindset

Election Day is just around the corner as we move into November, and emotions may run high. At the EAP, we recognize that political seasons can bring an intense mix of stress, hope, and sometimes conflict and a need for balance amidst high-volume information and polarized conversations. Taking proactive steps to support your emotional and mental well-being can make a meaningful difference during these weeks.

To start, consider setting healthy boundaries around news and social media. With so much information available, it's easy to feel overwhelmed. Control what you consume, when, and how often to create moments of peace. Balance this with mindfulness practices—deep breathing, meditation, or walking outside can help maintain calm.

We also encourage community engagement focused on constructive dialogue. Volunteering locally, attending community events, or joining discussions that aim to build understanding rather than “win” can bring a sense of unity and reduce feelings of division. Remember, it's perfectly okay—and sometimes necessary—to take a break for your mental health, giving you the energy to contribute thoughtfully to a balanced community atmosphere.

Articles and Other Resources

Work:

- **EAP Election Resource Guides** – in the [EAP Resource Guides section](#) of our [Resources](#) page, under “E” for Elections:
 - Pre-election support -- [Elections: Pre-election Support Resource Guide](#)
 - For managers/leaders – [Elections: How Managers Can Support Employees Resource Guide](#)
 - Post-election support – [Elections: Post-election Support Resource Guide](#)
- [Navigating the Workplace Political Minefield](#)
- [Politics in the Workplace: How Managers Can Keep the Peace](#)
- [Navigating Politics in the Workplace During a Divisive Political Year](#)
- [Workplace Political Polarization](#)
- [How Do I Get My Boss to Stop Talking About Politics at Work?](#)
- [How to Deal with Political Polarization in the Workplace](#)
- [Talking Politics at Work: A Double-Edged Sword](#)
- **Video:** [Essential Skills for Fostering Civil Conversations at Work](#) (62 min: Society for Human Resource Management (SHRM))
- [A Respectful Meeting Policy](#)

Personal/Family/Relationships:

- [Bridging Differences Playbook \(Learn research-based strategies to promote positive dialogue and understanding\)](#)
- [Coping with Political Differences in Your Romantic Relationship](#)
- [Elections are Stressful, But Civic Engagement is Good for Youth Mental Health](#)
- [How to Support LGBTQ+ Young People Ahead of the 2024 Election](#)
- [Digital Wellbeing Lessons for Kids, grades K-12](#)
- [Digital Citizenship Resources for Family Engagement](#)
- [Explaining the news to our kids](#)
- [Are Political Disagreements Stressing You Out? Here are Tips to Bridge the Divide](#)
- [Guidance for Speaking to Kids About the Election](#)
- [How to Support LGBTQ+ Young People Ahead of the 2024 Election](#)

Marginalized Communities:

- [Surviving Election Stress: A Guide for Marginalized Communities](#)
- [Impacts of Elections on Black, Indigenous, and People of Color \(BIPOC\)](#)
- [Coping with Intense Emotions Around the Presidential Election](#)
- [Center for American Progress](#): Supporting Communities During Election Season – Explore research, policy initiatives, and support guides specifically for communities of color, LGBTQ+ individuals, and immigrant communities during election periods.
- [Election Stress Management for Communities of Color](#) – *Race Forward* offers guides, articles, and community support resources focused on mental wellness during periods of political polarization and election stress.
- [Self-Care for LGBTQ+ Individuals During Election Season](#) – The *Movement Advancement Project* provides helpful information on self-care and resilience for LGBTQ+ individuals facing heightened stress due to political climates.
- [Safety Planning and Support for Immigrant Families](#) – *Immigrant Legal Resource Center* offers a resource hub with information on safety, stress management, and mental health for immigrant families during times of political tension.

General Resources:

- [How to Protect Your Brain from Election Stress](#)
- [Election Stress: Tips to Manage Anxious Feelings About Politics](#)
- **Video:** [Managing Your Mental Health During Presidential Election Season](#) (McLean Hospital; 57 min)
- [Americans are Stressed About Politics](#)
- [When is Political Polarization Good and When Does It Go Bad?](#)
- **Video:** [Facing the Fracture: How to Navigate the Challenges of Living in a Divided Nation](#) – conversation with Dr. Tania Israel, author (55 min: New York Public Library)
- [Seeing People as Individuals Reduces Political Hostility](#)
- [Awe Experiences Decrease Political Polarization](#)
- [Knowledge is Power: Fighting Misinformation, Disinformation, and Junk News](#)
- [UCLA Critical Media Literacy Research Guide](#)
- [Update: Partisan Gaps Expand Most on Government Power, Climate](#)
- [Are Online Political Debates Skewing Our Sense of Reality?](#)
- [Zencare's 2024 Election Mental Health Toolkit](#) covers boundary-setting with news consumption, relaxation strategies like physical activity, and specific coping methods to stay calm during high-

stress times. It also includes tips on balancing media intake and maintaining supportive relationships.

- [Vote4MentalHealth](#) by NAMI – This guide offers practical advice on reducing election stress by muting notifications, setting screen limits, and identifying calming activities like engaging with nature or spending time with loved ones. It also emphasizes social support and encourages contacting NAMI’s HelpLine for additional assistance.
- [American Foundation for Suicide Prevention \(AFSP\)—Choosing Self-Care During Election Season—](#) AFSP highlights holistic self-care, including physical, emotional, and social well-being strategies. It also includes mindfulness practices, such as deep breathing and outdoor activities, to reduce stress and anxiety.

Mindfulness and Self-Care Resources for Election Season

Taking a few moments each day to practice self-care can make a significant difference in managing election-related stress and anxiety. Some resources are designed to help ease tension, boost resilience, and support mental clarity.

- **Guided Meditations**
 - **Insight Timer** – This free app offers election-specific meditations, such as “Election Calm” and “Meditations for Political Stress,” which can help settle the mind and provide a sense of peace amidst uncertainty.
 - **Headspace** – Explore the “Managing Anxiety” section, which includes breathing exercises and body scans tailored to calming the mind and body during stressful times. Headspace also has a “Politics” theme with meditations to navigate complex feelings.
- **Journaling Prompts**
 - Reflect on **What You Can Control**: Writing down what actions or choices are within your power helps counteract feelings of helplessness and reinforces a sense of agency.
 - Grounding in **Core Values**: Listing the values you want to stay connected to this season can build inner strength and provide stability.
 - Checking in with **Emotional Well-Being**: Regular reflection on how the election affects your emotions allows for needed self-care adjustments.
 - Practicing **Mindful Reframing**: By considering positive steps you can take, even in challenging moments, you can shift your focus toward constructive action.
- **Apps with Self-Care Tools**
 - **Calm** – With quick calming exercises and election-focused resources like nature sounds and meditations, Calm supports moments of peace and grounding whenever needed.
 - **Shine** – Especially helpful for BIPOC and LGBTQ+ individuals, Shine offers resilience-building resources and community-focused discussions, ideal for feeling connected and supported.
- **Mindfulness & Self-Compassion Techniques**
 - **Box Breathing** – This powerful breathing exercise can help immediately reduce anxiety by focusing on the breath. A helpful video guide can be found [here](#).
 - **Self-Compassion Break** – Developed by Dr. Kristin Neff, this technique supports self-kindness during tense times, helping to ease stress and encourage self-understanding. [Self-Compassion Exercises](#)

A Note on Consistency

Self-care is most effective when practiced regularly. Whether it’s taking a few mindful breaths each morning, checking in with your journal, or setting time aside for daily meditation, even small, consistent

actions can strengthen resilience and bring calm. By weaving these practices into your routine, you can help maintain a sense of balance and support your well-being throughout the season.

Call to Action

This election season, prioritize self-care, community, and constructive dialogue. Small steps—setting boundaries, engaging mindfully, and focusing on your mental well-being—can foster a calmer, more supportive environment for everyone. Start with one of the resources above, and remember, we're here to support you through this season.

If you're struggling or looking for support, guidance, or useful resources, please know that our EAP is here for you—don't hesitate to reach out [online](#) or at [1-877-313-4455](tel:1-877-313-4455)