



January 2025 EAP PROMOTIONAL EMAIL

Hello everyone – Along with sincere well wishes for a happy and healthy New Year, our [Washington State Employee Assistance Program \(EAP\)](#) is offering the following resources to support you and your family in January:

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 for **every Wednesday from 12noon to 12:30 pm** 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...
- **Mindful Momentum: Building Wellness in 2025**
The new year is the perfect time to focus on renewal and setting positive intentions for the months ahead. This January, join us for our Wellness Wednesday series as we explore strategies for prioritizing physical, mental, and emotional well-being. Each session is designed to help you build healthy habits, find balance, and reconnect with your goals—all while keeping your unique needs and circumstances in mind. Whether you're looking to move more, stress less, or improve your self-care routine, these sessions will provide actionable insights and tools to guide you every step of the way. **Interested in joining us? [Please register HERE!](#)**

1/8/2025: Refreshing Your Routine for the New Year

The start of a new year is the perfect time to reset and refocus. In this session, we'll explore practical strategies for refreshing your routines and creating space for wellness in your day-to-day life. From minor adjustments to big-picture planning, discover how to set the tone for a year filled with purpose and balance.

1/15/2025: Moving for Wellness

Discover how incorporating simple, mindful movements into your day can boost energy, relieve stress, and improve overall well-being. This session explores accessible ways to stay active at home, work, or between. Learn how minor adjustments to your routine can lead to lasting health benefits without the pressure of a rigid exercise plan.

1/22/2025: Stretching for Stress Relief

Stress can damage both the mind and body. In this session, we'll explore how gentle stretching can reduce tension, improve posture, and enhance relaxation. Learn practical techniques that fit into even the busiest schedules and discover how to create a stress-relieving routine that supports physical and mental health.

1/29/2025: Mindset Shifts for Lasting Wellness

Your mindset is a powerful tool for sustaining wellness. This session will explore strategies for shifting your thinking, embracing flexibility, and staying motivated throughout the year. Learn how to reframe challenges, celebrate progress, and cultivate a mindset supporting your long-term health and well-being goals.

Interested in joining us for one or more Wellness Wednesdays? [Please register HERE!](#)

- **[Creating a Culture of Psychological Safety: Unlocking Potential Through Trust and Inclusivity](#)**
In today's fast-paced and ever-evolving work environment, psychological safety is more than just a buzzword—it's the foundation of successful, innovative, and resilient teams. This presentation will explore the core elements of psychological safety, why it matters, and how it directly impacts individual and team performance. Through real-world examples, actionable strategies, and interactive discussions, you'll learn how to foster a culture where everyone feels safe to speak up, take risks, and bring their full selves to work. Whether you're a leader, team member, or aspiring change agent, this session will equip you with the tools to create an environment of trust, inclusivity, and psychological safety that elevates everyone's potential.
Thursday, January 16, 2025, 10:00 am – 11:30 am
- **[Leading the Human Side of Change](#)**
Successfully navigating change is one of the biggest challenges that organizations face. Change management research shows that change initiatives fail more often than they succeed. Why is this? While leaders can create the best change plan, the implementation will not be successful if the human side of change is not understood and supported. In this presentation, leaders will: 1. Understand their response to change and how this impacts their ability to lead others through the change process. 2. Gain a better understanding of the impact of change on employees. 3. Learn leadership strategies that will support their team through change. 4. Begin to develop a plan to support their team. 5. Learn the resources available to support leaders and teams through change.
Monday, January 27, 2025, 1:00 pm – 2:30 pm
- **[EAP Orientation for Supervisors, Leaders, and HR Professionals](#)**
This monthly EAP orientation focuses on the EAP benefits available to supervisors, leaders, and HR professionals. **Wednesday, January 15, 2025, 2:30 pm – 3:00 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. **Monday, January 13, 2025, 10:30 am – 11:00 am**

Can't attend the live January webinars? Check out [future dates](#). In addition, EAP offers [on demand webinars](#) on a variety of subjects, including [EAP Orientation](#), [boosting energy and vitality in the morning](#) (from on-demand Wellness Wednesdays), [depression and anxiety relating to stress](#), [emotional intelligence](#), and [more](#).

Work/Life

In January, the [EAP Work/Life site](#) is offering tools and resources to support you in learning more about **what makes you unique and how to let your good shine through**. Start identifying your positive traits and find out how to highlight them in everyday life by viewing this month's on-demand seminar, "**Shine Your Light: Finding Your Inner Glow**" – it's available beginning **Tuesday, January 21st** through the [Work/Life site](#): just log in with your Work/Life Access Code, <**Your Code**>.

Monthly Resources for December 2024 and January 2025

Holiday Support and Personal Well-Being

The holiday season is a time of celebration, but it can also bring unique challenges. Managing these seasonal stressors is essential to starting the new year with health and balance. Prioritizing your well-being now helps you build resilience, maintain optimism, and set the foundation for a fulfilling and hopeful year ahead.

***"Hope is being able to see that there is light despite all of the darkness."* – Desmond Tutu**

As we move into the new year, it's a great time to focus on setting habits that nurture emotional well-being, build connections, and support personal growth. These habits aren't about drastic changes—they're small, intentional practices that bring balance to daily life:

- **Mindful Transitions:** Take a moment between activities to pause, breathe, and reset. This can help you stay present and reduce feelings of overwhelm.
- **Gratitude Practices:** Start or end your day by listing three things you're grateful for. Consistently practicing gratitude can boost mood and shift perspective.
- **Weekly Check-ins:** Spend 10 minutes each week reflecting on what went well, your challenges, and how you can support yourself moving forward.
- **Building Connection:** Make it a habit to reach out to one person each week—a friend, family member, or colleague—for meaningful conversation or support.

Resource Highlight: Plan for Building Resilience Workbook

Discover actionable steps to strengthen your resilience and maintain balance during transitions. Start your journey [here](#).

Explore Practical Tools and Resources for Support:

- [Tips for Managing Mental Health During the Holidays](#)
- [Finding Joy During Difficult Times](#)
- [How to Cope with Seasonal Affective Disorder](#)

By focusing on intentional and meaningful habits, you can enter 2025 with a renewed sense of balance and purpose—without the pressure of resolutions. We hope you find the additional resources below helpful as we see 2024 come to a close.

Articles and Other Resources

Work:

- [How to Find, Define, and Use Your Values](#)
- [For Yourself and Your Team: Setting Healthy Work Norms for the New Year Checklist](#)
- [The Science of Happiness at Work \(On-demand courses\)](#)
- [Job Crafting – Transform Your Tasks and Relationships at Work to Build More Meaning and Purpose](#)
- [3 Ways to Live Out Your Values at Work](#)
- [What it Takes to Make Change \(14-minute video\)](#)
- [Coping with Change at Work](#)
- [How to Change Your Workplace – with Adam Grant \(37-minute podcast\)](#)
- [Are Your Company Values More Than Just Words?](#)
- [The Keys to Well-being and Leadership](#)
- [A Tool to Support Employee Success](#)
- [For Leaders: Developing Employee Plans](#)
- [For Leaders: Using Appreciative Inquiry](#)
- [Helping Employees to Manage Change](#)
- [A Simple Way to Inspire Your Team \(11-minute video\)](#)
- [Team Activity: Positive Intentions](#)

Personal/Family/ Relationships:

- [7 Steps to Discover Your Personal Values](#)
- [How to Set the Right Goals and Stay Motivated \(17-minute video\)](#)
- [You Can Do Better than a New Year’s Resolution \(38-minute podcast\)](#)
- [Building Healthy Habits When You’re Truly Exhausted](#)
- [How to Develop the Habits You Want, and Get Rid of the Ones You Don’t - with James Clear \(34-minute podcast\)](#)
- [How to Get Motivated – Even When You Don’t Feel Like It \(5-minute video\)](#)
- [Inside the Mind of a Master Procrastinator \(14-minute video\)](#)
- [How to Get Better at the Things You Care About \(11-minute video\)](#)
- [Dealing with Change](#)
- [How to Get Comfortable with Uncertainty and Change](#)
- [The Puzzle of Motivation – with Dan Pink \(18-minute video\)](#)

- [Identify and Use Your Strengths \(to Manage Stress\)](#)
- [10 Numbers that Matter for Your Health](#)
- [How to Help Someone Get Motivated](#)
- [Hope Starts With Us: Stress, Anxiety, and Coping \(39-minute podcast\)](#)
- [To Live Longer, Find Your Purpose in Life](#)
- [Why We Are Overwhelmed and Unproductive: The Science Behind Getting Things Done \(56-minute recording\)](#)
- [Affirming Important Values \(When Your Self-Image Takes a Hit\)](#)
- [How to Reduce Stress by Prioritizing and Getting Organized](#)
- [How to Cope with Hopelessness About the Future](#)
- [Best Possible Self for Relationships](#)
- [Reflect on Your Purpose as a Parent](#)
- [Talk with Teens about Purpose](#)
- [Superhero Motivation for Kids](#)
- [Deliberate Practice for Kids](#)
- [Gaining Perspective on Negative Events](#)
- [“My Daughter with Anxiety and ADHD Says She ‘Is Not as Smart as the Other Kids.’ How Can I Help Her Find Strength and Motivation?”](#)
- [How to Help Kids with Changing Negative Thinking Patterns](#)

Marginalized Communities:

- [How to Cope When Your Community is Under Attack](#)
- [Pride in Practice: Acknowledging Struggle, Celebrating Strength \(60-minute on-demand recording\)](#)
- [Embrace Your Raw, Strange Magic \(17-minute video\)](#)
- [On New Year’s Resolutions and Self-Care](#)
- [For LGBTQ+ Community: \(Coping with\) The “Most” Wonderful Time of the Year](#)
- [For LGBTQ+ Community: How to Go Home for the Holidays](#)
- [The Power of Kindness in the Holidays](#)
- [Mental Health and the Holidays: 9 Tips for Self-Care](#)
- [The Most Difficult Time of The Year: Mental Health During the Holidays](#)
- [How to Design Your Life Around Collective Care](#)

General Resources:

- [Compassionate Body Scan Meditation \(23-minute video\)](#)
- [Coping With Uncertainty Meditation \(9-minute video\)](#)
- [Box Breathing Meditation \(6-minute video\)](#)

Call to Action

Start your wellness journey today by exploring our live and on-demand sessions and curated resources for January.

"I am building a foundation for a brighter year ahead." ~Daily Affirmation

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