



March 2025 EAP PROMOTIONAL EMAIL

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

- **Wellness Wednesdays** in March will be available **on-demand** at our website, **beginning March 3rd**. This month we encourage you to work on...

Thriving Through Change – Strategies for Emotional Resilience

Change is inevitable, but how we respond to it makes all the difference. This month's Wellness Wednesday series focuses on building emotional agility, managing stress effectively, and finding stability in uncertain times. Through science-backed strategies and practical exercises, you'll gain tools to navigate change with confidence, adaptability, and resilience.

Join us as we explore how to manage emotions, regulate stress responses, embrace flexibility, and stay grounded—even when life feels unpredictable. **Interested in watching? View them [HERE](#)**

- **Week 1: Navigating Change Through Emotional Agility**
When faced with uncertainty, emotions can feel overwhelming. This session explores the concept of emotional agility—our ability to recognize, adapt, and manage emotions effectively. Learn how to move from emotional reactivity to intentional response, shift perspectives with confidence, and develop the flexibility needed to thrive in uncertain times.
- **Week 2: The Stress Response Toolkit – Science-Backed Techniques for Uncertain Times**
Not all stress management techniques work the same for everyone. This session dives into evidence-based tools that help regulate the nervous system, from micro-moments of relief to

the power of breathwork and movement. Learn how to complete the stress cycle, conduct a "stress audit," and build your personalized stress management toolkit.

▪ **Week 3: Mental Flexibility – Thriving in the Face of Change**

When change disrupts our sense of control, mental flexibility helps us adapt. This session explores how to move beyond rigid thinking, embrace new possibilities, and develop strategies for quick perspective shifts. Discover the "Yes, And" method, learn how to challenge cognitive distortions, and practice real-world techniques for staying mentally agile.

▪ **Week 4: Grounding Strategies – Staying Steady When Everything Feels Uncertain**

In times of change, finding stability is essential. This session introduces grounding techniques to help you stay present, regulate emotions, and create a sense of security when life feels overwhelming. Learn how to establish "anchor points," develop personal grounding rituals, and use sensory grounding to remain calm and focused.

Interested in watching? View all sessions [HERE](#)

• **[Emotional Intelligence: Strengthening Workplace Relationships Through Self-Awareness](#)**

Emotional intelligence (EI) is the foundation of strong leadership, teamwork, and conflict resolution. This session explores the five key components of EI—self-awareness, self-regulation, motivation, empathy, and social skills—and how to apply them in workplace interactions, virtual communication, and decision-making. Learn how to improve emotional regulation, build trust, and create a psychologically safe work environment.

Monday, March 10, 2025, 3:00 pm.

• **[The Art of Emotional Regulation: Managing Anger and Emotions in the Workplace](#)**

Emotional regulation is key to workplace harmony, productivity, and well-being. This session explores how to recognize emotional triggers, manage stress responses, and apply practical regulation techniques like mindfulness, cognitive reframing, and assertive communication. Participants will leave with tools to strengthen relationships, navigate conflict, and maintain emotional balance in high-pressure situations.

Wednesday, March 19, 2025, 9:00 am

• **[EAP Orientation for Employees: Accessing Support and Resources](#)**

The Washington State Employee Assistance Program (EAP) provides confidential, no-cost services to support employees' well-being. This session introduces employees to the range of services available, including counseling, coaching, legal and financial consultations, and work-life balance resources. Attendees will learn how to access EAP services, schedule appointments, and take advantage of workplace well-being programs designed to help them navigate challenges both at work and in their personal lives.

Monday, March 17, 2025, 8:30 am

• **[EAP Orientation for Supervisors: Supporting Employees and Navigating Resources](#)**

Supervisors play a crucial role in fostering workplace well-being and guiding employees to available support services. This session provides an overview of how supervisors can utilize EAP services, including

consultations on employee performance concerns, workplace conflict resolution, and stress management resources. Learn when and how to refer employees, what services are available, and how the EAP can serve as a valuable leadership tool to improve workplace culture and retention. This is ideal for HR professionals, wellness coordinators, and leadership teams who want a deeper understanding of how to maximize EAP services for their workforce.

Monday, March 17, 2025, 2:00 pm

Can't attend the live March 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 March, the [EAP Work/Life site](#) is offering tools and resources to help you learn more about how **physical activity is a powerful tool to support your mental health**, with strategies for building movement into your daily life to boost your mood, reduce feelings of stress, and more. Get started by viewing this month's on-demand seminar, "**Harmony in Motion**" – it's available beginning **Tuesday, March 18th** through the [Work/Life site](#): just log in with your Work/Life Access Code, **UW**.

Monthly Resources for March 2025

Embracing Change with Emotional Intelligence and Resilience

As we step into March, it's a great time to reflect on how we navigate change and uncertainty. Whether we're adjusting to workplace transitions, personal challenges, or external stressors, the way we manage our emotions and respond to uncertainty plays a crucial role in our well-being. By strengthening our emotional intelligence, stress management skills, and adaptability, we can foster resilience and maintain a sense of balance in challenging times.

International Day of Happiness (March 20)

Happiness isn't about avoiding stress—it's about building habits that support emotional well-being and resilience. In honor of International Day of Happiness, take time to focus on what brings you joy, whether it's practicing gratitude, strengthening connections, or finding moments of mindfulness in your daily routine. Small actions can make a big difference in your outlook and overall well-being.

Stress Awareness & Coping with Uncertainty

With political shifts, workplace changes, and economic concerns weighing on many people's minds, learning to manage stress and uncertainty is more important than ever. This month, we encourage you to explore techniques for reducing stress, reframing anxious thoughts, and building emotional intelligence to help navigate change with confidence. Whether it's deep breathing, setting boundaries, or recognizing what's within your control, small strategies can lead to meaningful improvements in how we handle life's ups and downs.

Honoring Neurodiversity Celebration Week (March 17-23)

Neurodiversity is an essential part of our communities, workplaces, and society. Neurodivergent individuals often bring unique strengths and perspectives, but they may also face distinct challenges when it comes to

stress, change, and emotional regulation. During Neurodiversity Celebration Week, we encourage you to learn more about inclusive communication, supporting neurodivergent colleagues, and recognizing the importance of mental health resources tailored to diverse needs.

Finding Strength in Uncertain Times

Change is inevitable, but how we respond to it can make all the difference. By developing emotional intelligence, seeking support, and using healthy coping strategies, we can build resilience and face uncertainty with confidence. The Washington State EAP is here to provide resources, webinars, and practical strategies to help you navigate whatever comes next.

Featured Resource: Emotional Intelligence Self-Assessment

Take a moment to reflect on your emotional intelligence skills and how they impact your relationships, stress levels, and decision-making. [Start the assessment here.](#)

Articles and Other Resources

Workplace and Leadership Resources:

- [Emotional Intelligence for Employees](#)
- [Communicate with Emotional Intelligence](#)
- [Improving Relationships at Work with EQ](#)
- [5 Tips for Dealing with a Difficult Co-worker and Restoring Your Peace at the Office](#)
- [\(Video\) What it Takes to Make Change \(14 minutes\)](#)
- [Coping with Change at Work](#)
- [Recovering from Work Stress: Science-Based Strategies for a Balanced Life](#)
- [Emotional Intelligence for Leaders](#)
- [For Leaders: How to Build Trust](#)
- [How to Improve Your Leadership Skills with EQ](#)
- [\(In February 2025\) What Do People Need Most From Leaders?](#)
- [Why So Many Bad Bosses Still Rise to the Top?](#)
- [Inclusion and Belonging Guidebook](#)
- [Team Collaboration Tool: “A Guide to Working with Me” Template](#)
- [It’s Time to Check on Your Middle Managers](#)
- [What is Employee Wellbeing and Why Does it Matter?](#)
- [The Human-Centered Workplace: Building Organizational Cultures that Thrive](#)
- [Leadership Considerations During Budget Cuts](#)
- [Stress Management for Leaders Responding to a Crisis](#)

- [Leadership Resilience: Handling Stress, Uncertainty, and Setbacks](#)
- [Best Practices in Change Management](#)
- [\(Podcast/audio recording\) How to Change Your Workplace – with Adam Grant \(37 minutes\)](#)
- [Helping Employees to Manage Change](#)
- [Unlock People Using the GROW Model](#)

Marginalized Communities:

- [Mental Health Resources for Marginalized Communities](#)
- [BIPOC Mental Health Resources](#)
- [How to Cope When Your Community is Under Attack](#)
- [Supporting Black LGBTQ+ Youth Mental Health](#)
- [Supporting Trans and Non-Binary Loved Ones](#)
- [National Asian American Pacific Islander Mental Health Association \(NAAPIMHA\)](#)
- [Asian Mental Health Collective](#)
- [Black Emotional and Mental Health Collective \(BEAM\)](#)
- [Therapy for Black Girls](#)
- [National Alliance for Hispanic Health](#)
- [We R Native](#)
- [National Indian Health Board](#)
- [Chronic Stress and Heart Disease Risk for Black People](#)
- [Here's Why Nearly 2/3s of Black Americans are Grappling with Financial Stress](#)
- [Research: What Effective Allies Do Differently](#)
- [\(LGBTQ+\) Facing the Future Together: FAQs, Guidance, and Resources](#)
- [\(LGBTQ+\) Finding Support and Building Community Amid Political Uncertainty](#)
- [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: What Would You Do? Training and Toolkit](#)
- [Supporting Black LGBTQ+ Youth Mental Health](#)
- [Combating Bullying and Bias: Resources for Parents and Caregivers](#)
- [For Educators: Supporting LGBTQ+ Students in the Classroom and Online](#)

- [Know Your Rights: What to Do If You Are Arrested or Detained by Immigration](#)
- [For Educators: Stress Related to Immigration Status in Students](#)
- [U.S. Citizen Children Impacted by Immigration Enforcement](#)
- [How to Cope with Traumatic Events](#)
- [\(On-demand recording\) Pride in Practice: Acknowledging Struggle, Celebrating Strength \(60 minutes\)](#)

Personal Well-Being:

- [Emotions and You – Self-Assessments](#)
- [Self-awareness for Emotional Intelligence](#)
- [Improving Emotional Intelligence](#)
- [Coping with Political Stress](#)
- [Expert Advice on How to Reframe Stress, Stop an Anxiety Spiral, and Become More Resilient](#)
- [Being Nice vs. Kind: What’s the Difference? 8 Experts Explain](#)
- [\(On-demand recording\) Coping During Times of Crisis: Creating Stability When Life is Unstable](#)
- [\(Video\) Are Your Coping Mechanisms Healthy?](#)
- [How to Stop Worrying: 6 Strategies That Can Help Reduce Excess Worry](#)
- [2 Ways to Resolve Feelings of Dread About the Future](#)
- [Anxiety and Fear: What’s the Difference?](#)
- [Healthy Coping Skills for Uncomfortable Emotions](#)
- [7 Ways to Shift Your Difficult Emotions](#)
- [\(Webinar recording\) The Science of Self-Regulation in a Complex World](#)
- [\(Podcast\) Hope Starts with Us: Stress, Anxiety, and Coping](#)
- [What is Stress? Stress is Inevitable – Learn to Maintain Your Emotional and Physical Well-Being](#)
- [Managing Stress: Info, Resources, and Toolkit](#)
- [\(Infographic\) How to Deal with Stress and Anxiety](#)
- [Dealing with the Stress of a Financial Crisis](#)
- [\(Video\) You Aren’t at the Mercy of Your Emotions: Your Brain Creates Them](#)
- [Name, Claim, and Reframe: Personal Stress Tools](#)
- [Link Emotions, Thoughts, and Behaviors](#)
- [Dealing with Change](#)

- [5 Tips for Coping with Change](#)
- [How to Get Comfortable with Uncertainty and Change](#)
- [Finding Joy During Difficult Times](#)
- [Identify and Use Your Strengths \(to Manage Stress\)](#)
- [How to Be Emotionally Intelligent in Romantic Relationships](#)

Family Well-Being:

- [Tips to Improve Family Relationships with Emotional Intelligence](#)
- [Raising Emotionally Intelligent Children](#)
- [Helping Kids Develop Confidence and Self-Esteem](#)
- [For Parents: How to Model Healthy Coping Skills](#)
- [\(On-demand recording\) For Parents: I Don't Know How to Care for Myself in Stressful Times](#)
- [Parents Under Pressure: The Surgeon General's Advisory on the Mental Health and Wellbeing of Parents](#)
- [How to Help a Child with Anxiety](#)
- [Helping Kids with Flexible Thinking](#)
- [How Parents Can Help Kids Thrive in an Uncertain Future](#)
- [Combating Bullying and Bias: Resources for Parents and Caregivers](#)
- [Can I Be Anxious Without Having an Anxiety Disorder?](#)
- [Building Trust and Teenagers](#)
- [\(LIVE webinar: Friday, May 2 @9-10 am PT\) The Teen Mental Health Playbook: Tips Every Parent Needs -- McLean Hospital](#)
- [How to Build an Anxiety Toolkit](#)
- [How to Reduce Stress by Prioritizing and Getting Organized](#)
- [Managing Social Media Stress](#)
- [How to Cope with Hopelessness About the Future](#)
- [How to Help Kids with Changing Negative Thinking Patterns](#)
- [Emotional Intelligence Apps and Games](#)

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](#)
- [Advocates for Trans Equality – legal resources and much more](#)
- [PFLAG – Support for LGBTQ+ people and allies](#)[National Immigration Law Center – resources and advocacy](#)
- [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 \(National Alliance on Mental Illness\)](#)
- [Greater Good Science Center – research-based resources and tools to foster wellbeing](#)
- [School Crisis Recovery and Renewal – trauma-informed tools and resources for educators](#)
- [\(Video\) Compassionate Body Scan Meditation \(23 minutes\)](#)
- [\(Video\) Coping With Uncertainty Meditation \(9 minutes\)](#)
- [\(Video\) Box Breathing Meditation \(6 minutes\)](#)

Navigating change is easier when we have the right tools and support. Whether you're adjusting to new workplace dynamics, experiencing personal transitions, or simply looking to build resilience, the Washington State EAP is here for you. Need additional support? Contact EAP for confidential counseling, support, and practical resources to help you manage stress and uncertainty. Visit our EAP website to learn more: eap.wa.gov

Wishing you a March filled with resilience, adaptability, and self-care!