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YOUREAP

Your Employee Newsletter

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Building Resilience with Awareness

In today's fast-paced and often stressful world, resilience and emotional well-being are more important than ever. These qualities help us navigate life's challenges with strength and grace, allowing us to bounce back from adversity and maintain a positive outlook. Building resilience and nurturing your emotional well-being is a personal journey that requires dedication and effort. Attending to life's stressors, one tends to neglect the very person that needs it the most. Sit and think about the last time you truly took care of you, went on vacation without the stressors of what happens when you return home, put yourself first, had a massage, etc. Self-care is vital to productivity, mental health, taking care of others and the list goes on. (1) **Practice self-compassion** – be kind to yourself and recognize that it's okay to not be okay. Allow yourself the space and grace to experience and express your emotions without judgment. Self-compassion involves treating yourself with the same kindness, concern, and support you would offer a good friend. (2) **Develop a strong support network** - Having a support system of friends, family, or a community can provide you with a sense of belonging and security. These relationships offer emotional support during tough times, remind you that you're not alone, and provide different perspectives on challenges you may be facing. (3) **Maintain good physical and mental health** - Your physical health has a significant impact on your mental and emotional resilience. Regular exercise, a nutritious diet, and ample sleep can improve your mood, reduce stress, and increase energy levels, all of which are essential for resilience. (4) **Practice mindfulness and relaxation techniques** - Mindfulness and relaxation techniques, such as meditation, deep breathing, and yoga, can help you stay present and grounded. These practices reduce stress, enhance emotional well-being, and improve your ability to respond to difficult situations with clarity and calm. (5) **Seek professional help when needed** – Sometimes, the best way to build resilience and improve emotional well-being is to seek professional help. YourEAP is here to support you in finding the treatment methods that work best for your unique situation. **Note:** Building resilience and improving emotional well-being is an ongoing process. Remember, resilience and emotional well-being are key to living a fulfilling and happy life. So, let's continue to build our mental strength and support one another in our journeys towards better mental health. Stay re-

Safety in Schools

With all the hype in the media in regards to school safety, parents are on edge daily wondering about the safety of their student. In our efforts to protect our children, one of the most effective strategies is maintaining open lines of communication with school officials. This means regular, proactive conversations with not just teachers, but also with school administrators, school resource officers, and other school staff. By getting to know your resource officer, you can learn more about the school's safety measures and also have a direct line of communication in case of emergencies. Be inquisitive about the safety practices and protocols at your child's school. Ensure that your student is well versed on what happens in the case of a school emergency. You should have open, honest conversations with our children about how to recognize potentially dangerous situations. This includes understanding what unusual behavior looks like and knowing the sound of a fire alarm or other alerts. Get involved by helping at school, such as supervising students, monitoring hallways, or directing traffic. Attend any/all safety workshops and keep your child's teacher informed about any health or emotional concerns, such as food allergies, physical disabilities, or bullying. Be intentional about asking your student by asking your child about their safety, how they feel and what is that like for them. You can also repeat back what you hear to show that you are listening. Be proactive versus reactive. In the event you or your student are struggling, reach out to your EAP to see how we can help.

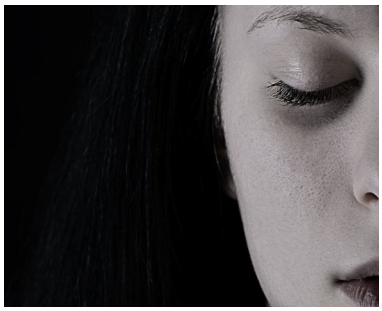
Welcome Fall

The end of summer is here and we are heading into the fall of the year. While spring is a common time for many homeowners to spend some extra attention on upkeep and maintenance, autumn is just as critical a season for preparing your home to withstand the potentially harsh winter weather and temperature conditions that may await you. By making maintenance part of your annual fall routine, you can identify potential problems before they arise and help prepare your home and property for what Mother Nature has to offer. Following are some home maintenance tips to help you prepare for the coming winter: (1) Have your heating system cleaned and inspected annually by a qualified technician. (2) Replace your furnace filter in accordance with manufacturer's instructions. (3) Insulate water pipes in areas exposed to freezing temperatures. (4) Check gutters for damage and confirm they're securely attached to the house. (5) Clean gutters and downspouts to keep debris from accumulating. This is especially important during the fall season, when leaves may collect in gutters. (6) Check and repair caulking around doors and windows that show signs of deterioration. (7) Have your chimney cleaned and maintained by a professional. (8) Clean the clothes dryer exhaust duct and space under and behind the dryer. Remove lint and dust that may have accumulated inside the dryer in accordance with the manufacturer's recommendation. (9) Check electrical outlets for loose-fitting plugs or receptacles. Be sure not to overload electrical outlets. (10) Keep a multipurpose fire extinguisher accessible. Confirm that it is fully charged and ready for operation. Inspect your smoke detectors. Make sure you have a smoke detector in each bedroom or sleeping area and also a smoke detector in the hallway outside each sleeping area. You should also make sure you have at least one smoke detector on each floor of your home, including your basement. Test them monthly, and change the battery annually or as needed. The steps you take during the fall can help protect your home and property from more potentially expensive damage and emergency repairs in the colder months to come.

Halloween Tips:

Halloween will soon be here. Kids in costumes saying trick or treat for candies. Here are some tips for keeping kids safe around candy on Halloween: (1) Inspect candy: Before children eat any candy, an adult should check it for signs of tampering. This is especially important for children with food allergies or small children who might choke on small pieces. (2) Avoid homemade treats: The CDC recommends avoiding homemade treats from strangers because there's no way to know if the person making them followed proper food safety procedures. (3) Check for open or unsealed wrappers: Throw away any candy with wrappers that are open, unsealed, faded, have holes or tears, or signs of rewrapping. (4) Store candy outside of the child's room: This allows parents to keep a close eye on how much candy their children eat. (5) Teach children not to eat candy while trick-or-treating: Trick-or-treaters should eat a snack before going out so they're not tempted to eat treats that haven't been inspected. (6) Report suspicious candy: If you see anything suspicious, report it to the police. (7) Get medical treatment: If you experience Halloween injuries or get sick, get medical treatment.

Depression during the holiday season



Depression during the holiday season can be triggered by many things, including: shorter daylight hours, winter months have shorter periods of sunlight, which can make some people feel more depressed, isolation, stress (overspending on gifts, trying to make everyone happy, unrealistic expectations, etc.), and/or the recent loss of a loved one or don't have a strong social network. Holiday depression can be triggered by attending or hosting social events, large family gatherings, and holiday get-togethers. Some symptoms of depression during the holidays include: feeling depressed or hopeless, loss of interest, anxiety, trouble sleeping, intrusive thoughts, thoughts of self-harm/suicide, feeling sad, lonely or angry, headaches, tension, and fatigue. Pay close attention to the signs. If you or someone you know is experiencing a crisis, reach out to YourEAP for help.