

Solutions

Volume 2, 2025

How the EAP Can Help: Overcome the Emotional Aftermath of Conflict

You had a heated exchange with a co-worker and have been stewing over it all day, feeling angry and distracted. This lingering stress and negativity are known as emotional reverberation: the emotional aftermath of conflict.

If a workplace conflict is weighing on you, consider reaching out to your employee assistance program (EAP). Chances are you are experiencing reverberation, replaying the conflict in your mind with intrusive thoughts. This can decrease your motivation and productivity and possibly lead to a work-related stress disorder. The EAP can help you process these feelings and discuss conflict resolution, and with its support, you will regain your focus and productivity.

Wake Up Feeling Refreshed

See a medical doctor specializing in sleep disorders if you suffer sleep issues. However, if you sleep well—or think you do—but don't wake with that “refreshed” feeling, experiment with these sleep hacks:

- 1) Go to bed simultaneously every night to prompt your circadian rhythm to produce better sleep.
- 2) Make your room cool, dark, quiet, and without pets. (Subtle movements may not awaken you but may disturb deep sleep.)
- 3) Establish a nighttime routine (without technology) to signal your body to prepare for sleep.
- 4) Don't check the clock in the middle of the night; it can trigger stressful concerns that may delay a return to sleep.
- 5) Skip the “nightcap.” Alcohol sedates and can produce a rebound effect that interferes with deeper sleep. Learn more: www.cdc.gov [search “sleep”]



Easy Ways to Be Kind to Your Heart

Keeping your heart healthy isn't just about intentional exercise and a healthy diet. Consider the following clinically demonstrated and researched tips and practices that positively affect heart health; they're all easy, and some may surprise you:

- 1) Think of stairs and short walks. Chances are that healthy heart opportunities arise for you daily. Snatch them up. Even a ten-minute walk will add to heart health.
- 2) Wash your hands. The flu, colds, pneumonia, and other illnesses are hard on your heart, but washing your hands several times a day will reduce your risk of contracting a viral infection by 20%, according to the CDC—by 50% if you work in a healthcare setting.
- 3) Add one extra piece of fruit to your diet daily.

- 4) Stay hydrated to help maintain proper cardiovascular function.
- 5) Limit screen time. All your screen time is probably not work-related. Slice off an hour, and you'll improve heart health by sitting less. (Hint: See #1 above.)
- 6) Listen to more calming music and relax with it.
- 7) Practice deep breathing exercises a few times daily to help lower blood pressure.
- 8) Reflect on positive aspects of your life—this is linked to improved heart health.

Learn more: www.health.harvard.edu/healthbeat/10-small-steps-for-better-heart-health

Stop Interrupting!

What aspect of workplace communication do you find most annoying? If it's being interrupted, you're not alone. Nearly 30% of employees agree that being interrupted is the most common and frustrating issue in conversations. If interrupting conversations is a habit for you, try applying the principles of "active listening."

(The key to active listening is understanding that it is more about behaviours than it is about "hearing." Also critical is avoiding preparing a counterargument or rejection while listening.) Steps: Give your full attention, remove distractions, and make eye contact with the speaker. Next, show engagement by periodically nodding or verbally demonstrating (e.g., "hmm...") that you are "tuned in" to what's being said. This proof of reflection and thinking causes the speaker to feel validated. Then, give feedback by asking questions, paraphrasing, or making other comments during a pause (i.e., "Did you say the other driver ran the red light?"). Finally, respond. Learn more: preply.com/en/blog/bad-communication-habits/



Be Your Best Valentine

Self-love is valuing, appreciating, and taking care of oneself. It's essential for personal growth and happiness and crucial for satisfying relationships. But it's often misunderstood. Do you have a strong sense of respect and acceptance for who you are?

There are five elements of self-love: self-compassion, You're kind to yourself when things don't go right and avoid harsh self-criticism; boundaries: You set limits to protect your time, energy, and emotional well-being; positive self-talk, You replace negative thinking with positive thinking, recognizing the harm negative self-talk can cause to your mental health; acceptance: You accept your imperfections and don't label or view them as detractors that make you less worthy of love and respect; and priorities: You don't feel guilty for taking care of your needs, even if others disagree. Learn more about this topic from over 60,000 related book titles!

Find Support with Health Coaching

At FSEAP, our Health Coaching service connects you with certified health coaches who genuinely embrace a holistic wellness philosophy. We believe in working with you from the inside out, focusing on your unique goals, readiness, values, beliefs, pace, and priorities to achieve small, meaningful steps. Our coaches are here to guide you through positive lifestyle changes, whether diving into meditation, managing your weight, improving nutrition, or mastering stress management. We tailor our approach to you, combining assessments, health and wellness resources, exercises, and personalized one-on-one coaching. This unique coaching experience, coupled with web-based resources and wellness workbooks, ensures a positive journey and a lasting transformation. We're here to make your wellness journey uniquely yours! Contact your EAP today for more information.

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