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| Logo, company name  Description automatically generated ***MARCH 2024***  ***EAP PROMOTIONAL EMAIL*** |
| Hello everyone – As we enter the month of March, our [EAP, the Washington State Employee Assistance Program](https://www.des.wa.gov/services/employee-assistance-program), is offering the following resources to support you and your family:  **EAP Events and Webinars** This month, the Washington State EAP is excited to share our expanded roster of **\*live\*** [events and webinars](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/webinars)! We hope that you will be able to join us for the following offerings:   * + **Mindful Mondays!** Join us every other Monday at noon PST to learn about and practice mindfulness techniques! Each 30-minute workshop will include an overview of that day's technique and time to practice. \*All workshops will be recorded!\*   [**Mindful Monday: Sound Bath**](https://des-wa.zoom.us/webinar/register/WN_aaJ5tbiISMWHGLQbAvvEmg#/registration) A sound bath is often a guided meditation class that aims to guide you into a deep meditative state. In this session, we will practice this technique by listening to various sounds while in a relaxed pose. **Monday, March 4, 2024, 12:00pm – 12:30pm PST**  [**Mindful Monday: Three Circles of Emotion**](https://des-wa.zoom.us/webinar/register/WN_jtZBmv5sRcuLs6-n1yvkCA#/registration) In this exercise, we will use Dr. Paul Gilbert's "Three Circles Model of Emotion" to see where our emotions may be unbalanced, and what we can do to rebalance them. \*Please have a piece of paper and pens handy for this exercise!\*  **Monday, March 18, 2024, 12:00pm – 12:30pm PDT**   * + [**Navigating Change in Challenging Times**](https://des-wa.zoom.us/webinar/register/WN_IklIlPYqTCGn3bb9_53T0w#/registration)   In our ever-changing world, learning how to navigate change is an essential skill—one that can be developed. In this webinar we’ll talk about the impact of change, actions you can take to navigate change based on your unique response to stress, and resources available to support you. **Thursday, March 14, 2024, 4:00 pm – 5:00 pm PDT**   * + [**Introduction to SHIBA**](https://des-wa.zoom.us/webinar/register/WN_IOKt1CpeSf-wR2IO-_fzQQ#/registration)We know it’s complicated and stressful and we can help. If this is for you, personally, or if you’re helping a family member or friend, please join us for this online event. Tim Smolen, with the Statewide Health Insurance Benefits Advisors (SHIBA) Program, at the State Office of the Insurance Commissioner, will make a brief presentation and then we’ll have Q&A. \*Interpreters will be present\* **Tuesday, March 20, 2024, 1:00 pm – 2:00 pm PDT**   + [**EAP Orientation for Supervisors, Leaders, and HR Professionals**](https://des-wa.zoom.us/webinar/register/WN_AKVB1DCCRNONrp9AG7Foqg#/registration) This is a new monthly EAP orientation with a focus on the EAP benefits available to supervisors,  leaders, and HR professionals. **Friday, March 8, 2024, 8:30 am – 9:00 am PST**   + [**EAP Orientation to the Employee Assistance Program**](https://des-wa.zoom.us/webinar/register/WN_v4Igekc5TvahvdopL5K1ZQ#/registration)   **Learn about all the EAP offers through a live 30-minute EAP Orientation webinar. Wednesday, March 13, 2024, 8:30 am – 9:00 am PDT**    **Can’t attend the live March webinars? Check out** [future dates](https://des.wa.gov/services/employee-assistance-program/webinars)**.**  **In addition, EAP offers** [on demand webinars](https://des.wa.gov/services/employee-assistance-program/webinars) **on a variety of subjects, including** [EAP Orientation](https://youtu.be/ifbbASbQmfU)**,** [depression and anxiety relating to stress,](https://youtu.be/Zabqy_ryntE)[emotional intelligence](https://youtu.be/uRiVKsGOARE)**, and** [more](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/webinars).  **Work/Life** In March, the [**EAP Work/Life site**](https://www.advantageengagement.com/1669/login_company.php) is offering tools and resources to help you understand the positive impact of living with pets/animal companions on your overall health and happiness. Learn more by viewing this month’s on-demand seminar, “**Best (Furry) Friends**” – it’s available beginning **Tuesday, March 19th** through the [**Work/Life site**](https://www.advantageengagement.com/1669/login_company.php): just login with your Organization Code, <your Org Code>.  **Monthly Resources** In the Summer of 2023, the Surgeon General of the U.S. issued an [advisory](https://www.hhs.gov/surgeongeneral/priorities/connection/index.html?utm_source=osg_social&utm_medium=osg_social&utm_campaign=osg_sg_gov_vm) focusing on the loneliness epidemic sweeping through the world. Increasing [social connection](https://www.npr.org/2023/05/02/1173418268/loneliness-connection-mental-health-dementia-surgeon-general) is paramount for mitigating the profound effects of isolation and loneliness in individuals. We are inherently social creatures, reliant on meaningful interactions for [emotional well-being and mental health](https://www.betterhealth.vic.gov.au/health/healthyliving/Strong-relationships-strong-health). Through fostering connections with others, individuals can find support, empathy, and a sense of belonging, which are essential for overall happiness and fulfillment. Research consistently highlights the detrimental impacts of social isolation, ranging from increased stress levels to heightened risks of depression and anxiety disorders. Cultivating social bonds not only enhances psychological resilience but also bolsters [physical health](https://www.cdc.gov/emotional-wellbeing/social-connectedness/affect-health.htm#:~:text=When%20people%20are%20socially%20connected,stress%2C%20anxiety%2C%20and%20depression.) by reducing the risk of chronic conditions such as cardiovascular diseases. Moreover, vibrant social networks provide avenues for [personal growth,](https://medium.com/@av212174/the-importance-of-social-connections-for-self-development-and-self-care-bdc5805cf64f) collaboration, and shared experiences, enriching one's perspective and sense of [purpose in life](https://www.linkedin.com/pulse/learn-how-find-your-purpose-through-social-connection-brown-licsw/). In [communities](https://www.rwjf.org/en/insights/blog/2021/11/how-local-leaders-can-create-socially-connected-communities.html#:~:text=People%20living%20in%20socially%20connected,emotional%20health%20and%20well%2Dbeing.) where social ties are strong, there is often a greater sense of solidarity and collective well-being, contributing to societal harmony and cohesion. Ultimately, prioritizing efforts to increase social connection serves as a fundamental strategy for combating the pervasive epidemic of loneliness and fostering a more interconnected, supportive world. We hope the following resources help you develop more social connectedness and decrease loneliness.  **Articles**  **Personal Relationships and Social Connection:**   * + [7 Guidelines for Healthy Social Connection](https://greatergood.berkeley.edu/article/item/seven_guidelines_for_healthy_social_connection) (Card, 2023; Greater Good Magazine)   + [Is Avoiding Other People’s Suffering Good for Your Mental Health?](https://greatergood.berkeley.edu/article/item/is_avoiding_other_peoples_suffering_good_for_your_mental_health) (Svoboda, 2021; Greater Good Magazine)   + [Why We Should Share Our Good News (Not Just Our Struggles)](https://greatergood.berkeley.edu/article/item/why_we_should_share_our_good_news_not_just_our_struggles) (Greater Good)   + [101 Best Compliments That Reach Beyond the Surface](https://www.goodgoodgood.co/articles/best-compliments) (Good Good)   + [‘Are You Ok?’ 14 Ways To Tell Someone You’re Not, According to a Therapist](https://www.verywellmind.com/things-to-say-when-youre-not-ok-8575276) (VeryWell Mind)   + [50 Deep Questions to Ask Your Friends for Juicy Conversations](https://www.verywellmind.com/deep-questions-to-ask-your-friends-8557231) (VeryWell Mind)   + [How Love and Connection Exist in Micro-Moments](https://greatergood.berkeley.edu/video/item/how_love_and_connection_exist_in_micro_moments) (Greater Good Magazine)   + [6 (Non-Awkward) Ways to Reconnect with an Old Friend](https://theeverygirl.com/reconnect-old-friend/) (Bouche, 2023)   + [6 Ways to Reconnect with Your Partner After Growing Apart](https://psychcentral.com/relationships/how-to-reconnect-after-growing-apart) (PsychCentral)   **Social Connection in the Workplace:**   * + [Building Good Work Relationships](https://www.mindtools.com/aorqe4z/building-good-work-relationships) (Mind Tools)   + [Workplace Community](https://www.octanner.com/global-culture-report/2023-workplace-community) (O.C. Tanner)   + [Create (Better) Culture: Building Belonging at Work](https://www.ccl.org/articles/leading-effectively-articles/create-better-culture-build-belonging-at-work/) (Center for Creative Leadership)   + [Leading with Inclusion and Belonging in the Workplace](https://www.ccl.org/webinars/leading-with-inclusion-and-belonging-in-the-workplace/) (Center for Creative Leadership)   + [One-on-Ones: 7 Powerful Phrases to Use](https://leadershipfreak.blog/2023/11/21/one-on-ones-7-powerful-phrases-to-use/) (Leadership Freak)   + [4 Ways to Create High-Quality Connections at Work](https://greatergood.berkeley.edu/article/item/four_ways_to_create_high_quality_connections_at_work) (Greater Good Magazine)   + [Supportive Conversation Library](https://www.workplacestrategiesformentalhealth.com/resources/supportive-conversation-library) (Workplace Strategies for Mental Health)   + [How to Be a Supportive Manager When Times are Tough](https://hbr.org/2022/03/how-to-be-a-supportive-manager-when-times-are-tough) (Harvard Business Review)   + [The Increasing Importance of a Best Friend at Work](https://www.gallup.com/workplace/397058/increasing-importance-best-friend-work.aspx#:~:text=Our%20latest%20findings%20show%20that,overall%20satisfaction%20with%20their%20workplace.) (GALLUP)   + [Get Connected: Creative Ideas for Building Staff Relationships](file:///\\des.wa.lcl\doc\WSD\EAP\Resources%20by%20topic\K12\Get%20Connected%20Creative%20Ideas%20for%20Building%20Staff%20Relationships_HealthierGeneration.org_Resource%20759.pdf) (Kaiser Permanente)   **Family Connection:**   * + [What Parents Can Do to Support Friendships](https://www.healthychildren.org/English/family-life/power-of-play/Pages/what-parents-can-do-to-support-friendships.aspx) (Healthy Children)   + [How Parents Can Support Their LGBTA+ Youth](https://itgetsbetter.org/videos/it-gets-better-free-mom-hugs-founder-sara-cunningham-2/) (It Gets Better)   + [How To Help a Child Getting Bullied](https://www.thechoosekindnessproject.org/parents-playbooks-landing-page/parents-playbook-1-how-to-help-a-child-being-bullied/) (Choose Kindness)   + [10 Habits to Strengthen Your Relationship with Your Child](https://www.ahaparenting.com/read/10-habits-to-stay-connected-to-your-child) (Aha! Parenting)   + [5 Ways to Connect with Your Child…On Their Level](https://www.positiveparentingsolutions.com/parenting/connect-with-your-child) (Positive Parenting Solutions)   + [How to Get Back in Sync with Your Teen](https://www.nytimes.com/2022/08/24/well/family/reconnect-parents-teens.html) (New York Times)   + [11 Tips for Communicating with Your Teen](https://www.unicef.org/parenting/child-care/11-tips-communicating-your-teen) (UNICEF)   + [4 Ways to Connect Better with Your Teen](https://www.parents.com/parenting/better-parenting/teenagers/ways-to-connect-better-with-your-teen/) (Parents)   **Videos and Other Resources:**   * + [Where loneliness can lead](https://aeon.co/essays/for-hannah-arendt-totalitarianism-is-rooted-in-loneliness) (Samantha Rose Hill; Essay)   + [11 Things to Do When You Feel Lonely](https://greatergood.berkeley.edu/article/item/11_things_to_do_when_you_feel_lonely) (Jill Suttie; Greater Good Magazine)   + [Connect](https://www.youtube.com/watch?v=k5MfuwMNcMo) or Die: The Surprising Power of Human Connection (Starla Finch; TEDx Talk)   + [Ted: How to Connect with Others](https://www.ted.com/playlists/367/how_to_connect_with_others) (TED Community)   + [13 Books to Improve Your Social Health](https://ourfabriq.com/article/books-improve-social-health) (Fabriq Article)   + [The Cooperative Journal Podcast](https://open.spotify.com/show/1APH6mwtS19NblkV6SEMhb) (Hosted by Ebony Joy)   + [Man of the Year Podcast](https://open.spotify.com/show/6cqQK1NR5KuwvC0hmCzXrN) (Hosted by Matt Ritter and Aaron Kavo)   + [A Community Conversation: The Loneliness Epidemic](https://www.pbs.org/video/a-community-conversation-the-lonleliness-epidemic-1d8jvd/) (Lehigh Valley PBS)   **Practices to Build Connection**   * + [Feeling Supported (recalling how others have supported us in the past can make us feel more connected)](https://ggia.berkeley.edu/practice/feeling_supported) – 15 minutes   + [How Strong are Your Social Connections (“social capital”)?](file:///C:\Users\randeeg179\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\IIUCWGRP\How%20Strong%20are%20Your%20Social%20Connections%20()  * + [Compassion for Self and Others (audio)](https://chrisgermer.com/wp-content/uploads/2020/11/Compassion-for-Self-and-Others-16-min.m4a)  – 16 minutes; ([Instructions](https://chrisgermer.com/wp-content/uploads/2020/11/MSC-Compassion-for-Self-and-Others.pdf)); © Christopher Germer & Kristin Neff (2021). Mindful Self-Compassion. All rights reserved.   + [Just Like Me: A Guided Meditation for Educators and Caregivers](https://www.youtube.com/watch?v=ifoAGe5srm8) – 2 minutes   + [Small Talk (strike up a brief conversation with a stranger to feel happier)](https://ggia.berkeley.edu/practice/small_talk) – 10 minutes   + [Noticing Nature (pay attention to nature to boost feelings of connection)](https://ggia.berkeley.edu/practice/noticing_nature) – 10 minutes   And, if you’re struggling, or looking for some support or helpful resources, please know that our [EAP](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/employees) is here for you -- don’t hesitate to reach out: [1-877-313-4455](tel:877-313-4455) or [online](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/employees#Counseling). |