



December 2024 EAP PROMOTIONAL EMAIL

Hello everyone – As December begins, our [Washington State Employee Assistance Program \(EAP\)](#) 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 **on-demand** [Wellness Wednesday series](#), available starting **Monday, December 2, 2024**. These sessions are designed to help you prepare for the new year with hope and intention.

All sessions will be available on-demand. Visit our [EAP](#) website for access.

Building Lasting Habits for the New Year!

As the year comes to a close, it's the perfect time to reflect on how small, intentional changes can lead to big improvements in your well-being. Our December Wellness Wednesday series focuses on building sustainable habits to set you up for success in the new year. From understanding the science of habits to cultivating a positive mindset, each session offers actionable insights and strategies to help you create lasting change. Join us to explore how small steps can lead to meaningful transformation and a healthier, more fulfilling life.

Week 1: Understanding the Habit Loop

Discover the mechanics of habit formation and learn how to use the “habit loop” to your advantage. This session explores how cues, cravings, responses, and rewards drive behavior—and how you can disrupt unhealthy patterns to build better habits.

Week 2: The Power of Intrinsic Motivation

Explore how intrinsic motivation—fueled by purpose and personal values—can help you stay committed to your goals. Learn how to connect habits to your “why” and create routines that align with what truly matters to you.

Week 3: Habit Hacks for a Healthier Routine

Small changes can lead to big results. This session provides practical habit hacks, including habit stacking, environmental design, and progress tracking, to make healthy behaviors easier to adopt and maintain.

Week 4: Cultivating Positive Self-Talk

The way you speak to yourself matters. Learn how to identify negative patterns, reframe unproductive thoughts, and use affirmations to boost confidence and resilience. This session will empower you to stay motivated and embrace a positive mindset as you move into the new year.

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Live EAP webinars will return in January 2025. Until then, EAP offers on-demand webinars on a variety of subjects, including [EAP Orientation](#), [depression and anxiety related to stress](#), [emotional intelligence](#), and [more](#).

Work/Life

In December, the [EAP Work/Life site](#) is offering tools and resources to help you gain knowledge about **the tools and skills essential for daily living**: take inventory of the different tools you have in your figurative toolbox and learn about new tools you can add. Get started by viewing this month's on-demand seminar, "Toolbox Talks" – it's available beginning **Tuesday, December 17th**, 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:

- [Coping During Times of Crisis: Creating Stability When Life is Unstable \(Live webinar: Tuesday 12/3/24, 10:00-11:00 am PT\)](#)
- [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 on-demand sessions and curated resources for December.

"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](#).