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| Logo, company name  Description automatically generated ***DECEMBER 2023***  ***EAP PROMOTIONAL EMAIL*** |
| ***)***  Hello everyone – As December begins, our [Washington State Employee Assistance Program (EAP)](https://www.des.wa.gov/services/employee-assistance-program) is offering the following resources to support you and your family:   * [**EAP webinars**](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/webinars)**: Learn about all that EAP offers, through a live 30-minute EAP Orientation webinar. In December, join EAP on** [Wednesday, December 6, 2023 at 4:15 pm](https://des-wa.zoom.us/webinar/register/WN__I2Ryf03RlqOD7GHdqt9PQ#/registration).   **Can’t attend the live December webinar? Check out** [future dates](https://des.wa.gov/services/employee-assistance-program/webinars) **or watch** [on-demand](https://youtu.be/ifbbASbQmfU)**. In addition, EAP offers on-demand** [webinars](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/webinars) **on a variety of subjects, including** [navigating change](https://youtu.be/6mLFJfSFXpE)**,** [leading change](https://www.youtube.com/watch?v=VD1at9n3f7k)**,** [stress management](https://youtu.be/SRXWUmHQhTc)**,** [creating psychological safety on work teams](https://www.youtube.com/watch?v=rxn3cJKZ6aQ)**, and** [more](https://des.wa.gov/services/hr-finance/washington-state-employee-assistance-program-eap/webinars)**.**   * **For support and resources to help navigate the impacts dealing with change, the** [Navigating Difficult Times](https://des.wa.gov/sites/default/files/2022-06/Navigating_Difficult_Times_-_Resource_Guide_-_Washington_State_EAP.pdf) resource guide**, which you can also find on our** [Resources](https://des.wa.gov/services/employee-assistance-program/resources#EAPResourceGuides) **page.** * **December is** [Seasonal Affective Disorder](https://www.hopkinsmedicine.org/health/conditions-and-diseases/seasonal-affective-disorder#:~:text=SAD%20is%20a%20type%20of,seasonal%20affective%20disorder%20(SAD).) **month, and it can be a difficult time for many of us as we now have to navigate the addition of holiday stress on top of what we are already dealing with.** According to the American Psychological Association, **38%** of people surveyed said their stress increased during the holiday season, which can lead to physical illness, depression, anxiety, and [substance misuse](https://www.mcleanhospital.org/addiction). The reasons given include lack of time, financial pressure, gift-giving, and family gatherings. (McClean, n.d.). In addition, the [National Alliance on Mental Illness (NAMI)](https://nami.org/home) noted that **64% of individuals living with a mental illness felt that their conditions worsened around the holidays.** This month, EAP offers the following resources to help support navigating some of the challenges you and those you care for may be facing at this time of the year.   **Newsletters**   * + For more information and resources about Seasonal Affective Disorder, check out the EAP December [Employee Newsletter](https://content.govdelivery.com/accounts/WADES/bulletins/37d78fe) and [Supervisor Newsletter](https://content.govdelivery.com/accounts/WADES/bulletins/37d7955).   **Articles**   * + If you feel lonely this holiday season, [HelpGuide](https://www.helpguide.org/articles/relationships-communication/loneliness-and-social-isolation.htm?utm_source=brevo&utm_campaign=November_mailer&utm_medium=email) offers ways to reach out to others and feel more connected. And if you’re fortunate enough to be spending the holidays with loved ones, take a moment to consider those around you who may be feeling lonely.   + [Help for the Holidays: Free resources for stress](https://mhttcnetwork.org/centers/mid-america-mhttc/news/help-holidays-free-resources-stress) (MHTTC)   + [As a Therapist, Here are Five Things I Tell My Patients Why They’re Feeling Overwhelmed](https://www.verywellmind.com/things-i-tell-my-patients-when-they-re-feeling-overwhelmed-7565447?hid=c66f912e6f1b35dfe3d239b082f74830f52027c0&did=11014541-20231115&utm_source=verywellmind&utm_medium=email&utm_campaign=verywell-mind_newsletter&utm_content=111523&lctg=c66f912e6f1b35dfe3d239b082f74830f52027c0) (VeryWell Mind)   + [5 Tips For Surviving Family Drama During the Holidays – tool from BEAM (Black Emotional and Mental Health)](https://www.instagram.com/p/CzbhNWeMaSm/?utm_source=ig_web_copy_link&igshid=MzRlODBiNWFlZA%3D%3D)   + [Going Home for the Holidays…Or Any Days](https://pflag.org/resource/going-home-for-the-holidays-or-any-days/) (PFLAG)   + [Managing Recovery and Substance Use Challenges During the Holidays](https://www.mentalhealthfirstaid.org/2022/12/managing-recovery-during-holidays/) (Mental Health First Aid)   + [For educators/school leaders – tool/resource: Seasonal Affective Disorder: Responding to Winter Blues in the Classroom](https://mhttcnetwork.org/centers/new-england-mhttc/product/c-tlc-seasonal-affective-disorder-responding-winter-blues) (MHTTC)   + [How Employers Can Support Staff Experiencing Seasonal Depression](https://www.mentalhealthfirstaid.org/2022/12/how-employers-can-support-staff-experiencing-seasonal-depression/) (Mental Health First Aid)   **Webinars**   * + [Reimagine](https://letsreimagine.org/), a non-profit that hosts community-driven experiences that bring creativity, connection, and essential conversation to communities around the world, is offering the following **webinars**:     - [Grief at Work: Weaving Loss Competency into Workplaces](https://letsreimagine.org/76768/grief-at-work-weaving-loss-competency-into-workplaces)       * When loss is normalized at work and resources are accessible for healthy grieving, we create more effective, inclusive, and resilient workplace cultures. **Tuesday December 5, 2023, 12:00pm-1:30pm PST**     - [Navigating Grief During the Holidays: Virtual Support Group](https://letsreimagine.org/76768/navigating-grief-during-the-holidays-virtual-support-group)       * **Join us on December 5th for our monthly virtual grief support group created for you. We’ll discuss holiday grief. Led by a certified grief coach & grief facilitator. We're in this together. Tuesday December 5, 2023, 4:00pm – 5:30pm PST**   + [Managing Emotions During the Holidays in the Black Community](https://mhttcnetwork.org/centers/central-east-mhttc/event/managing-emotions-during-holidays-black-community)     - Description: Ideally, the Thanksgiving and Christmas holidays are a joyous time of the year. However, for some individuals it can be stressful and anxiety provoking. This webinar will help the audience to understand how stress and anxiety can affect us in our everyday lives. In addition, the presenter will explain ways of dealing with this stress, especially during the holidays.     - Tuesday December 12, 2023, 9:00am PST   + [Mental Health in the Black Family During the Holidays](https://mhttcnetwork.org/centers/central-east-mhttc/product/mental-health-black-family-during-holidays-recording) (On-Demand)   + [Home for the Holidays: Helping LGBTQ+ Youth Navigate Difficult Family Dynamics](https://www.dropbox.com/s/l41ktd5qs54vltq/homefortheholidays3.mov?dl=0) (On-Demand) * **I**n December, the [**EAP Work/Life site**](https://www.advantageengagement.com/1669/login_company.php) is also offering tools and resources to support you with **accepting change and managing the stress of transitions**. This month’s on-demand seminar, **“Making a Change**”, explores the concept that change is inevitable and offers strategies and practical tips on how to embrace the discomfort of change – it’s available beginning Tuesday, December 19th through [the Work/Life site](https://www.advantageengagement.com/1669/login_company.php): just login with your Organization Code, **ASD.**   And if you’re struggling, or looking for some support or useful resources, 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 to us at [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). |