STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
EMPLOYEE ADVISORY SERVICE NEWSLETTER

Support • Empowerment • Growth

NOV

The New Jersey Civil Service Commission's **Employee Advisory Service (EAS)** Newsletter contains useful articles and information for managing various well-being and work-life issues in order to create a healthier, happier, and more productive workplace. EAS is committed to improving the quality of life for all New Jersey Civil Service employees by encouraging a good work-life balance.



UPCOMING WEBINAR

BUILDING RESILIENCE AT WORK: THE ROLE OF EMOTIONAL INTELLIGENCE

About the Webinar

Emotional intelligence provides valuable tools for understanding ourselves and others, managing our responses, and navigating these challenges more effectively. Our emotions can bring us joy and happiness but also pain and frustration if we don't manage them well. Learn practical tools to build emotional resilience, manage everyday workplace stress, and maintain healthier relationships.

Date: Nov 19, 2026
Time: 2:00 - 3:00 pm

REGISTER NOW

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PROMOTING WORKPLACE WELLNESS DURING THE HOLIDAYS

Promoting workplace wellness is key to producing a healthier, more productive work environment. By emphasizing employee health and well-being, organizations can create a supportive workplace that attracts, engages, and retains talented employees.

However, the holiday season that runs from Thanksgiving through the New Year often creates additional stressors stemming from added family responsibilities and end-of-year work demands.

To build a healthy and productive workplace culture this holiday season, consider the following tips:
Communicate routinely with employees. Providing regular feedback and promoting collaboration can help employees manage end-of-year workloads, increase productivity, and boost morale.

Encourage employees to use their paid time off. Some people think it's better to work through stressful periods, but it is often more beneficial when employees take a breather and recharge their batteries. Promoting time off and work-life balance is a healthy practice.

Let employees take longer breaks for walks or exercise.
Being active helps to reduce stress and keep the winter blues at bay.

Consider new ways to hold meetings.
Break up the monotony and build engagement during the winter months by holding offsite meetings that include coffee or lunch. Or consider holding walking meetings.

Promote community involvement.
Volunteering or raising money for community charity events enables employees to make a positive difference, which helps lift morale.

Be empathic and flexible when listening to your employees' concerns.
Promote kindness and collaboration. These supportive behaviors go a long way in boosting good cheer throughout the holidays and into the New Year.

Source: https://allonehealth.com/insights/promoting-workplace-wellness-during-the-holidays/



UNDERSTANDING ATTACHMENT STYLES: BUILD HEALTHIER, MORE SECURE RELATIONSHIPS

Relationships are a cornerstone of whole health. Whether romantic, family, or friendship-based, the way we connect with others can affect our emotional well-being, stress levels, and even physical health. But not everyone approaches relationships the same way. Our early life experiences often shape how we bond with others. Understanding your attachment style can help you build stronger, more secure connections in every area of your life.

What Are Attachment Styles?

Attachment theory describes how people form emotional bonds and respond to closeness and distance in relationships. Psychologists generally identify four main attachment styles: secure, anxious, avoidant, and disorganized (or fearful avoidant).

- **Secure attachment:** People with this style are comfortable with closeness and trust. They communicate openly, support others, and feel confident being both independent and connected.
- **Anxious attachment:** These individuals may crave closeness and reassurance, sometimes fearing rejection or abandonment. They may become preoccupied with the relationship or read too much into small changes in communication.
- **Avoidant attachment:** People with this style tend to value independence and may pull away when relationships feel too emotionally demanding. They often appear self-reliant but may struggle to share vulnerability or accept support.
- **Disorganized attachment:** This style combines anxious and avoidant tendencies. People may both seek and fear intimacy, leading to push-pull dynamics in relationships.

Recognizing your attachment style isn't about labeling yourself. It's about understanding patterns that can help you grow and improve your connections.

Why Attachment Matters for Whole Health

Healthy relationships can buffer stress, improve mood, and even support better immune and cardiovascular health. On the other hand, patterns of conflict, withdrawal, or fear of closeness can contribute to anxiety, loneliness, or burnout.



By understanding and working with your attachment style, you can strengthen your emotional well-being and create more balanced, fulfilling relationships. This can also lead to healthier habits, greater life satisfaction, and improved overall resilience.

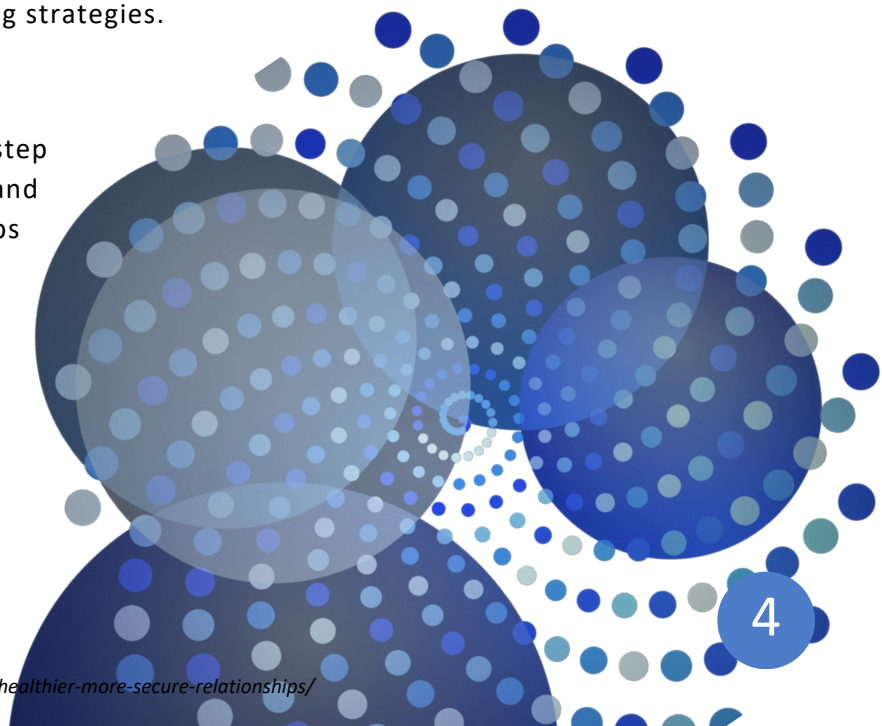
Steps Toward Secure Attachment

The good news is that attachment styles are not fixed. With awareness and practice, you can move toward a more secure way of relating.

- **Practice self-awareness.** Notice how you react when you feel close to or distant from others. Do you tend to withdraw or seek reassurance?
- **Communicate openly.** Express your needs calmly and clearly. Honest conversations build trust and reduce misunderstandings.
- **Set healthy boundaries.** Secure people balance connection and independence. Boundaries help you protect your energy and emotional health.
- **Seek support**. Talking with a counselor or using your organization's Assistance Program can help you explore attachment patterns and develop healthier coping strategies.

Building Healthier Bonds

Everyone has room to grow in their relationships. Understanding your attachment style is a powerful step toward improving how you connect, communicate, and care for yourself and others. When your relationships feel supportive and balanced, your whole health—emotional, mental, and physical—benefits too.



Source: https://allonehealth.com/insights/understanding-attachment-styles-build-healthier-more-secure-relationships/



MAINTAINING CIVILITY AND RESPECT AT WORK

A healthy work environment is based on mutual respect, where people show a polite attitude and decent etiquette that creates a positive atmosphere. Mutual respect is also based on a shared belief in the benefits of diverse backgrounds, abilities, and viewpoints within a team.

Mutual respect empowers organizations, leadership teams, and individuals in many ways:

- Improved well-being and decreased absenteeism
- Positive and focused work atmosphere
- Trusted and open communication
- Collaborative decision making
- Increased loyalty among staff, leading to better retention of valued people
- A reputation for fairness and ethical strength
- Opens the door for new ideas, problem-solving, and innovation

Here are 6 simple strategies to create a culture of mutual respect:

1. **Get to know one another**. Take an interest in other people's beliefs, behaviors, preferences, and unique needs. Armed with that information, consider how your words and actions will impact others before you speak or act.

2. L**earn about your differences**. Some differences are harder to understand than others, particularly those rooted in unfamiliar cultures. Ask questions tactfully. Appreciate the value of diverse opinions in developing workplace structures and approaches.

3. **Promote good manners**. Simple, but true. Good manners are clear markers of your respect for someone. When in doubt, ask people how they want to be treated.

4. **Let people work differently.** Whenever possible, let employees work in ways they feel comfortable. In a culture of mutual respect, managers should consider encouraging their employees to find the approach that suits them best.



5. **Be a role model.** Whatever level you're at, your words and actions can influence others, so it's important to lead by example. Work on your self-awareness and manage your own biases, so that you don't unintentionally favor people who you feel a close affinity with. Model the accepting, inclusive, and welcoming attitudes and behaviors that you want to see other people adopt.

6. **Maintain boundaries**. It's important to know where the boundaries lie between sharing your experiences and views, on the one hand, and being confrontational, disrespectful, or causing embarrassment on the other. Think carefully about what's useful or necessary to share at work and be alert to any particular sensitive topics.



Source: https://allonehealth.com/insights/maintaining-civility-and-respect-at-work/for-boosting-your-emotional-wellness/

UPCOMING WEBINARS

REGISTER TODAY



EAS Supervisor/Manager Webinar

Strengthening the Team: Building Trust, Communication & Connection

Date / Time

- November 19, 2026
- 11:00 AM – 12:00 PM

About this webinar:

When creating strong teams, factors like differences in communication styles, personalities, experiences, and expectations can sometimes create misunderstandings, tension, and frustration among team members. This session will provide managers and supervisors with strategies for building stronger and more connected teams. Explore the barriers to creating a positive team environment, the basics of working effectively with different personalities, generations, etc., and several communication approaches that are important for strengthening relationships among team members.

EAS Employee Webinar

Building Resiliene at Work: The Role of Emotional Intelligence

Date / Time

- November 19, 2026
- 2:00 PM – 3:00 PM

About this webinar:

Emotional intelligence provides valuable tools for understanding ourselves and others, managing our responses, and navigating these challenges more effectively. Our emotions can bring us joy and happiness but also pain and frustration if we don't manage them well. Learn practical tools to build emotional resilience, manage everyday workplace stress, and maintain healthier relationships.

Employee Advisory Service (EAS)
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EAS_Help@csc.nj.gov
866- 327-9133
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How Can We Help You?