



# STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

March  
2026

## EMPLOYEE ADVISORY SERVICE NEWSLETTER

*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

#### HOW TO CHANGE YOUR PERSPECTIVE TO BETTER COPE WITH STRESS

##### About the Webinar:

This practical presentation will discuss strategies for managing the way we look at and think about the stressful situations in our lives to improve our stress management capabilities and coping skills.



**Date: March 26, 2026**  
**Time: 2:00-3:00 PM**

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# TIPS FOR MANAGING STRESS BEFORE IT MANAGES YOU

The start of a new year, quarter, or project cycle brings new opportunities and challenges. What feels fresh and energizing at first can gradually become overwhelming—especially as deadlines approach and responsibilities build.

Here are a few tips to help manage common workplace challenges and what to do if you feel things starting to pile up:

## **Stay organized.**

Creating an organized workspace—whether at home or in the office—can make a big difference. Clutter and disorganization often add unnecessary stress and make it harder to focus.

## **Develop routines.**

Focus on the basics: healthy eating, consistent sleep, and good daily habits. Build structure into your day by scheduling time for focused work, meetings, breaks, exercise, and personal responsibilities. Predictable routines can help reduce stress and improve productivity.

## **Stay connected.**

Who is part of your support network? While independence is important, so is connection. Colleagues, friends, and family can help you process everyday challenges and prevent small stressors from becoming bigger issues.

## **Keep things in perspective.**

Performance goals and deadlines matter—but they're not everything. If you're feeling pressure from workload demands, competing priorities, or workplace changes, consider speaking with your supervisor to clarify expectations or adjust timelines. Taking proactive steps can help you regain a sense of control.

## **Get familiar with the Employee Advisory Service (EAS).**

This free and confidential benefit offers easy access to professional support for mental health concerns, stress management, work-life balance, and other personal challenges. Reaching out early can make a meaningful difference.

Source: <https://allonehealth.com/insights/tips-for-managing-stress-before-it-manages-you/>



## TIPS FOR PROMOTING SELF-CARE IN EVERYDAY LIFE

Self-care is mentioned a lot these days, especially as a strategy to reduce stress and bounce back from challenges.

But like many things, self-care has become more commercialized in recent years. There is a common misconception that self-care is all about spa days, meditation, bubble baths and pampering. While those experiences can be part of over-arching self-care, there is a much deeper approach needed to nurture and sustain your everyday life.

To reap the true benefits of “self-care,” the following tips can help:

- **Change your perspective.** Instead of viewing self-care as “treating yourself,” it’s helpful to view it as a how-to guide for taking care of yourself. With this approach, self-care becomes more practical, personal, and intentional. It becomes part of your everyday routine, which can then strengthen overall health and help build resilience when facing life’s challenges.
- **Begin with the basics.** Educate yourself on what self-care truly is—and how it’s meant to support you in all aspects of life. Incorporate small doses of self-care into your everyday life.
- **Look within.** Life has many different facets, and they’re all connected. If you’re facing challenges with your physical health, financial health, caregiving responsibilities, or job satisfaction, your mental health and emotional well-being is likely to be impacted as well. By taking stock of your life, you can discover which areas are causing the most stress—and then take steps to address the root of the problem.
- **Consider EAS.** Reach out to EAS for personalized support to manage stress, improve self-care, and address any underlying issues that may be taking a toll on mental health and emotional well-being.

Source: <https://allonehealth.com/insights/tips-for-promoting-self-care-in-everyday-life/>



# 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 contacting EAS 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/>



# Employee Advisory Service UPCOMING WEBINARS

REGISTER NOW



## NJ EAS Supervisor-Manager Webinar

### How to Facilitate Effective Meetings

#### Date / Time

- March 26, 2026
- 11:00 AM – 12:00 PM

#### About this webinar:

This important session will help leaders to better understand the keys to running effective meetings including how to plan a great agenda, ways to connect with the attendees, strategies for maintaining a collaborative environment, and how to keep the participants on track to accomplish meeting goals.

## NJ EAS Employee Webinar

### How to Change Your Perspective to Better Cope with Stress

#### Date / Time

- March 26, 2026
- 2:00 – 3:00 PM

#### About this webinar:

This practical presentation will discuss strategies for managing the way we look at and think about the stressful situations in our lives to improve our stress management capabilities and coping skills.

Employee Advisory Service (EAS)  
*Support - Empowerment - Growth*

Your privacy is important to us. Your confidentiality is protected by state and federal law and regulations. All of the services offered are guided by professional and ethical standards. Contact us to learn more.



EAS\_Help@csc.nj.gov



866- 327-9133



<https://nj.gov/csc/employees/advisory/>

How Can We  
Help You?

# Employee Advisory Service

*Support - Empowerment - Growth*



**Credit Union  
of New Jersey**

*The freedom to prosper.*

## Q2 Financial Wellness Webinar

# Protecting Your Financial Identity

A financial wellness webinar designed to address current digital security concerns.

Topics include:

- Identity theft and
- AI understanding as strategies to protect yourself.

**Tuesday,  
April 21, 2026**

- **Session A:**
  - 11am - 12noon
- **Session B:**
  - 1pm - 2pm

**WEBINAR**



**SCAN TO REGISTER**





# Employee Advisory Service

*Support - Empowerment - Growth*



## DID YOU KNOW?



### EMPLOYEE ADVISORY SERVICE (EAS) CAN HELP STRENGTHEN YOUR RELATIONSHIPS.

Good relationships don't necessarily just happen. Developing and maintaining healthy partnerships with your spouse, family, friends and colleagues takes time, effort and understanding.

From improving communication skills, learning to give and take, and respecting one another to making time for yourself, problem-solving, having fun together, and more, EAS can provide guidance and helpful support. Call the Helpline today for confidential assistance.

#### Available Features

- 24/7 in-the-moment telephonic support
- Individual, marital and family counseling
- Information on pre-marital and marital counseling
- Referrals to local resources



**Contact EAS Today for  
Confidential 24-hour Support**



Helpline: (866)- 327-9133



Email: [EAS\\_Help@csc.nj.gov](mailto:EAS_Help@csc.nj.gov)



<https://nj.gov/csc/employees/advisory/>



# Employee Advisory Service

Support - Empowerment - Growth

## EAS OUTREACH & ENGAGEMENT

Employee Advisory Service (EAS) is a program designed to assist employees and their dependents with personal, family, or work-related issues that may adversely impact their work performance. EAS provides confidential assessment, counseling, and referral services to help restore the health and productivity of employees and the workplace as a whole.

Here are some key points about EAS:

- **Purpose and Scope:**
  - EAS supports both employees and their household members.
  - It addresses a wide range of issues, including personal, family, and work-related challenges.
  - The goal is to provide timely and effective assistance while maintaining confidentiality.
- **Services Offered:**
  - *Assessment:* Employees can self-refer or be referred by their Appointing Authority for an intake/assessment session with a counselor.
  - *Counseling:* Professional counselors collaborate with regional providers to offer services throughout New Jersey.
  - *Referral:* EAS helps connect individuals with appropriate resources based on their needs.
- **Benefits for Employers:**
  - Employers can benefit from EAS services by promoting employee well-being, effectiveness, and efficiency.
  - EAS offers webinars and events focused on various topics relevant to employees and supervisors/managers.

If you have any concerns or need support, consider taking advantage of the resources provided by EAS. Our Outreach Team will visit your agency to inform employees about the free benefits that we provide, and how they can request our services. Ask your Human Resources Department to schedule an information session for your team today.



**NUMBER:**  
1-866-327-9133

**EMAIL:**  
EAS\_HELP@CSC.NJ.GOV

**24 HOURS A DAY 7 DAYS A WEEK**  
(EMERGENCY MENTAL HEALTH SERVICES)

