



STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

May
2025

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

2025 EAS MENTAL HEALTH SYMPOSIUM BUILDING RESILIENCE ACROSS GENERATIONS

- **Date: May 24, 2025**
- **Time: 12:00-2:00 PM**



REGISTER NOW

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Employee Advisory Service

Support - Empowerment - Growth

SCAN ME



2025

MENTAL WELLNESS SYMPOSIUM

Building Resilience Across Generations

This vital symposium will focus on building individual and group resilience in the workplace and increasing the awareness of generational differences.

Agenda includes:

- ~ **Resilience** discussions
- ~ Mindfulness Movement w/Takeema McCaskill
- ~ **How to use yoga in the Workplace**
- ~ Presentation by **NJ Mental Health Players**

Date: Thursday, 5/22/2025

Time: 12pm to 2pm



BORN
1928-1945
The Silent
Generation

BORN
1965-1980
Generation X

BORN
1997-2012
Generation Z

BORN
1946-1964
Baby
Boomers

BORN
1981-1996
Millennials

BORN
**EARLY-2010S-
MID-2020S**
Generation
Alpha

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Email: EAS_Help@csc.nj.gov

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HOW TO BUILD MINDFULNESS IN THE DIGITAL AGE

According to a recent Forbes article, there are over two billion Facebook users worldwide, about 500 million tweets are sent daily, 95 million images are uploaded to Instagram each day, and 400 hours of video are uploaded per minute on YouTube.

Since each of these platforms is designed to compete for people's attention and pushes a constant stream of content to keep users engaged 24/7, it is up to each individual to set parameters around personal use and build healthy strategies to preserve mental well-being in the face of new digital challenges.

Prioritize human connection.

Building online relationships and networking is great, just not at the expense of your in-person relationships. Now, more than ever is the time to strengthen the human connection in families, communities, and the world at large.

Create absorption time.

The brain is designed to think, critically analyze, deduce and create. But incessant communication and constant connectivity puts many on chronic reaction mode, with shortened attention spans and scattered thinking. Instead of checking the phone first thing in the morning and checking again right before bed, dedicate time for your mind to truly relax, reflect, process, and absorb.

Turn off.

Everyone needs time to relax and recharge. Try turning off all devices and becoming technologically unavailable for a little while. Play a game of golf, take a bath, read a good book, or enjoy any activity that puts the mind at peace and the body at rest.

Connect with nature.

It's common to see many people walking outside with their eyes glued to a screen, missing out on all the beautiful sights, sounds, and experiences nature has to offer. A few moments on a balcony in the morning, an afternoon walk at lunch, or stargazing at night are all simple ways to connect with the wonder of the natural world.

Choose wisely.

In a time when attention is the new currency, be mindful and intentional about when and where most of your attention is going. Conduct a mini self-assessment to see if your attention is going to things that matter most in your life.

For help building mindfulness in the digital age, speak to a professional clinician through your free Employee Advisory Service.



BUILDING HEALTHIER HABITS

Motivation doesn't happen to us.

That's the bad news... the good news is that we can create our own motivation through our behaviors. How do you get started? Your reasons to change need to be greater than reasons to stay the same. Start by taking small steps consistently. Focus on what you can do now vs what is lacking. Explore what you truly love instead of forcing yourself into someone else's plan.

Change your perspective on what is progress.

We put too much emphasis on big defining moments and underestimate the value of daily minute improvements. Progress comes from the seemingly minute day-to-day decisions. Years from now the benefit of good habits and cost of bad habits is realized. Choose goals that are realistic for you now and set SMART goals each week to keep you moving forward!

Create a better system to achieve your goals.

The problem isn't you, it's your system! When we develop a system (a routine, way of going about a task), those daily habits that we want to engage in are put on "autopilot"! Know that your system will fail from time to time and use that as a learning opportunity. Focus on repetition, not perfection as continuous refining of your system.

To stay motivated and consistent with your health habits...

- Remove barriers -make the desired action easy and the undesirable action hard
- Put the good habits on autopilot with an efficient system
- Stack your habits, pairing your new habit with something you already do
- Find an accountability partner
- Review and adjust your system often!

6 TIPS FOR MANAGING STRESS



During life's challenges, it is important to have strategies that help us regroup and keep perspective. Here are six tips to help manage stress and get recentered.

1. It is normal to feel what I am feeling.

Allow yourself the opportunity to identify and process what you are experiencing, affirming that what you are feeling is a natural human response. During challenging times, we can feel a variety of emotions simultaneously: uncertainty, frustration, anxiety, fear, grief, powerlessness, and anger, among others.

2. I am not alone.

Affirm that other people are experiencing similar things that you are. When we are going through challenges, it is the time we need to reach out and connect with others. Support helps us feel a sense of community.

3. Determine what you can control and what you cannot control.

A lot of time, effort, energy, and thought processing is invested in things we cannot control. Focus on what you can do something about. Set small, reasonable goals. You are not denying things are going on that you cannot control, you are just not making them your priority of focus. Do not allow circumstances to limit you.

4. Recall how you made it through challenging times in the past.

Remember the times you have made it through challenging circumstances. Pinpoint what helped you get through the difficult time. This can create a sense of hope and encouragement. Use the wisdom gained from past challenges and implement it when facing new challenges.

5. During challenging times, it is important to do a daily gratitude list.

Taking time to identify the positives we have in our lives can help improve our perspective. This allows us to identify what is dependable and consistent in our lives that we can build on.

6. Self-care.

During challenging times, we often forget to focus on our self-care. Focusing on increasing our self-care is key to replenishing. Getting back to basics such as healthy nutrition, hydration, plenty of rest, exercise, engaging in meaningful activities, and staying connected is key.

As our resiliency is strengthened, we can more effectively navigate life challenges.



Employee Advisory Service UPCOMING WEBINARS

Supervisors / Managers

REGISTER NOW



Navigating Workplace Tension: How to Have Productive Employee Conversations

Date / Time

- June 26, 2025
- 11:00 – 12:00 PM

About this webinar:

Successful leaders have the ability to skillfully discuss difficult or stressful topics with their employees. This important presentation will provide practical strategies for having these challenging conversations more effectively, including building connections with employees, adopting a more collaborative approach, and handling disagreements respectfully.

Employees

The Power of Positivity: How to Cultivate a Positive Mindset Daily

Date / Time

- June 26, 2025
- 2:00 – 3:00 PM


About this webinar:

This important presentation will explore how to intentionally embrace a more positive mindset and will focus on strategies to improve self-talk, manage emotions, and respond more effectively to challenging circumstances.

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



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**



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Employee Advisory Service

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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)

