



STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

EMPLOYEE ADVISORY SERVICE NEWSLETTER

Support • Empowerment • Growth

May
2026

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.



*"Pausing is not losing momentum. It is gathering power."
- Michelle Lena*

UPCOMING WEBINAR

2026 EAS MENTAL HEALTH SYMPOSIUM **THE POWER OF PAUSE: HARNESSING MINDFULNESS FOR WORKPLACE SUCCESS**

- Date: May 28, 2026
- Time: 12:00pm - 2:00pm



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Employee Advisory Service

Support - Empowerment - Growth



2026 MENTAL WELLNESS SYMPOSIUM

THE POWER OF PAUSE: HARNESSING MINDFULNESS FOR WORKPLACE SUCCESS

DATE: THURSDAY, 5/28/2026
TIME: 12PM TO 2PM

During these demanding times, this important session provides practical strategies for harnessing the power of pause to improve your workplace success. This workshop will enhance your ability to respond thoughtfully to difficult circumstances, manage emotions more effectively, and strengthen both your workplace relationships and your personal and professional support system.

AGENDA

~ **Welcome**

Mary Cruz - CSC Acting Chair/CEO

~ **Power of Pause**

Greg Brannan

~ **How to use Yoga in the Workplace**

Takeema McCaskill

~ **Interactive Presentation**

Lynette Sheard and NJ Mental Health Players

~ **Reflection and Guided Meditation**

Djenaba Figueroa

A VIRTUAL EVENT
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TIME!



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DRIVING POSITIVE CHANGE BY NURTURING THE MIND-BODY CONNECTION

A whole health approach to wellness recognizes the importance of the mind-body connection—and how your mind (thoughts, beliefs, attitudes, moods, and emotions) influences your body (chemistry and biology)—and vice versa, both positively and negatively.

For instance, chronic stress or negative emotions can lead to physical symptoms like headaches, muscle tension, or even weakened immunity. Meanwhile, physical activity and proper nutrition can enhance your mood and bring mental clarity. By nurturing the mind-body connection, you can create a positive feedback loop, where one aspect of your health influences the others, making you stronger overall.

Here are a few ways you can nurture and strengthen your mind-body connection and drive positive change in your life:

Consider mental health support.

Mental health counseling can help you manage stress, anxiety, depression, and relationship issues. You can also learn about mindfulness and relaxation techniques, which can help you reduce stress and its impact on your physical health.

Maintain social relationships.

Strong social ties reduce stress, boost resilience, and promote a sense of belonging, all of which contribute to your overall health. Conversely, social isolation can increase your risk of mental health challenges and physical illnesses.

Improve diet and exercise.

Physical activity is known for boosting your mood, while a balanced diet helps fuel the brain and body, stabilizing energy and improving emotional regulation.

Strengthen your home life.

Your free and confidential Employee Advisory Service (EAS) benefit can help you improve your work-life balance by helping you receive referrals for childcare, adoption, special needs support, eldercare, and more. You can easily address mental health concerns, stress management, and other personal challenges. Reaching out early can make a meaningful difference.



HELPFUL STRATEGIES TO PREVENT BURNOUT

Burnout doesn't happen overnight. It creeps in gradually—through long days, mounting responsibilities, constant mental overload, and the belief that we need to “push through” until things get better.

But all too often, the pace doesn't slow, and the relief you're waiting for never quite arrives. Without space to rest and recover, your mind, body, and emotions begin to carry more than they can sustain. Over time, that ongoing strain can turn into burnout.

Understanding Burnout and Its Impact

Burnout isn't just “being tired,” and it's not a personal weakness. It's a state of chronic physical, emotional, and mental exhaustion that's caused by prolonged or repeated stress. It develops over time when the demands consistently placed on you exceed your time, energy, support, or coping capacity.

Burnout is a common experience across workplaces, families, and caregivers. It not only affects energy levels, but also other aspects of health and life, including:

- **Mental health:** chronic stress, mood swings, anxiety, difficulty concentrating
- **Physical health:** feeling drained, exhausted, sleep problems, weakened immune system
- **Emotional health:** feeling detached, overwhelmed, or irritable
- **Work performance:** decreased motivation, productivity, and satisfaction
- **Relationships:** less patience, connection, and joy; more conflict and isolation

Taking a Proactive Role

Preventing burnout means choosing *small, intentional actions* before exhaustion takes over. Here are some helpful strategies:



Listen to your early warning signs.

If you notice irritability, difficulty focusing, trouble sleeping, or feeling emotionally drained—take note. These are your warning signs. Unless you take action, they're likely to get worse.

Build in recovery moments.

Burnout thrives in nonstop busyness. Even five minutes of stillness or a short walk can reset your nervous system.

Strengthen your support system.

Connection matters. Talking to someone who understands can provide relief, clarity, and direction. You don't have to earn rest or struggle alone. You deserve support, and it's already available to you.

Recognizing the Causes.

Many different experiences contribute to burnout, including:

- **Heavy workloads**, unrealistic expectations, frequent interruptions, and staffing shortages
- **Lack of control** or autonomy over one's schedule or responsibilities
- **Lack of recognition**, appreciation, guidance, or support (emotional and practical)
- **Poor work-life balance** and not enough time for rest, relationships, or meaningful activities
- **Values mismatch**, where your efforts don't align with what's meaningful to you
- **Internal pressures** that are unrealistic or unsustainable
- **Life circumstances.** Burnout is not just a workplace issue. It can stem from parenting and caregiving, managing chronic illness, financial stress, relationship challenges, and major life transitions.

Support that meets you where you are.

Burnout can feel isolating, but you don't have to wait until you're overwhelmed to seek support. Reaching out early can help you regain balance, build resilience, and develop strategies that work for your unique situation. This isn't something you have to push through alone. With the right support and small, consistent changes, it's possible to restore your energy, reconnect with what matters most, and move forward with greater clarity and well-being.

USING TECHNOLOGY WITH INTENTION FOR BETTER WELL-BEING



Technology keeps us connected, informed, and entertained. It helps us study, work, and communicate more efficiently than ever before. But being always on can also make it hard to slow down, focus, and truly rest. Digital wellness is about creating a healthy relationship with technology, one that supports your overall well-being rather than draining it.

The Hidden Effects of Constant Connectivity

Digital overload doesn't always look like burnout; it can sneak up through everyday habits. Checking emails late at night, answering messages the second they arrive, or scrolling through social media when you're bored can all add up. Over time, these patterns can increase stress, reduce sleep quality, and impact your ability to be fully present. Even positive tech use, like connecting with friends, can become overwhelming if it feels like there's never a break. Studies show that frequent digital interruptions can fragment attention and make it harder for the brain to rest and recharge.

Shifting Toward Intentional Tech Use

The key isn't to disconnect completely, but to use technology with purpose. Start by asking yourself: Is this helping or hindering me? Try to be mindful of how each app or activity makes you feel. Do you feel energized afterward—or drained? Grounded—or anxious?

You can practice digital mindfulness in small ways:

- **Pause before you reach for your phone.** Take a breath and ask why you're checking it. Is it out of habit, or do you have a reason?
- **Focus on one thing at a time.** Close extra tabs, silence notifications, and give your full attention to the task or person in front of you.
- **Take real breaks.** Step away from your screen every hour or so. Even a few minutes outside or a short stretch can reset your body and mind.

Reconnecting to What Matters Most

When you spend less time reacting to notifications, you create more space for what supports whole health, like movement, rest, creativity, and meaningful connection. Try swapping 15 minutes of screen time for a walk, journaling, or talking with a friend. These moments of presence can boost your mood and help you feel more grounded.

Support for Finding Balance

If constant connectivity is making it hard to relax, focus, or truly unplug, you don't have to navigate it alone. Many people find that having guidance and support can make it easier to reset habits, manage stress, and build healthier routines around technology use.

Working with a counselor, coach, or wellness professional can offer practical strategies to help you set boundaries, stay present, and create a more intentional relationship with your devices, one that fits your lifestyle instead of overwhelming it.

Digital wellness isn't about restriction; it's about intention. When you take back control of your time and attention, technology becomes a tool that supports your well-being, rather than something that competes with it.

Source: <https://allonehealth.com/insights/using-technology-with-intention-for-better-well-being/>



Employee Advisory Service UPCOMING WEBINARS



June 2026

NJ EAS Supervisor-Manager Webinar

REGISTER NOW



How to Give Difficult Feedback to Your Employees

Date / Time

- June 25, 2026
- 11:00 AM – 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 several practical strategies for having these challenging conversations more effectively including building connections with employees, being more collaborative in our approach, and handling disagreement respectfully.

NJ EAS Employee Webinar

Four Steps to Resolving Conflict and Restoring Relationships

Date / Time

- June 25, 2026
- 2:00 – 3:00 PM

About this webinar:

Elevated stress has become the norm, but it doesn't have to derail your productivity or peace of mind. This solution-focused session delivers concrete strategies for managing your stress response more effectively. Through deliberate stress management techniques, emotional intelligence development, and better utilization of your professional and personal resources, you'll learn to not just survive stress—but thrive despite it.

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 **DID YOU KNOW?**



EMPLOYEE ADVISORY SERVICE 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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<https://nj.gov/csc/employees/advisory/>



Employee Advisory Service 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)

