



STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

June
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.



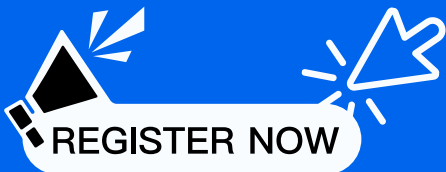
UPCOMING WEBINAR

WHAT'S INSIDE

THE POWER OF POSITIVITY: HOW TO CULTIVATE A POSITIVE MINDSET DAILY

About the 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.



Date: June 26, 2025
Time: 2:00-3:00 PM

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6 STRATEGIES FOR BOOSTING YOUR EMOTIONAL WELLNESS

Most people know that eating a healthy diet and getting regular exercise can strengthen your physical health. However, there are also many things you can do to strengthen your emotional health.

When you are emotionally strong, you are more likely to manage and adapt to challenges and change. To strengthen your emotional wellness, it's helpful to become more aware of your emotions and more understanding of them. Then, to strengthen your emotional wellness, consider these strategies:

Choose the positive

Try to develop a positive mindset by focusing on good deeds, good habits, and good relationships. Spend time doing what you find fulfilling and meaningful. Be kind to yourself.

Reduce the impact of long-term stress

Get enough sleep and regular exercise. Build a supportive social network. Set priorities. Do something positive to relax. Seek help when necessary.

Improve your quality of sleep

Try to develop a consistent sleep routine in a dark, quiet, and comfortable place. Limit the use of electronics before bedtime. Avoid alcohol, nicotine, and stimulants late in the day. Seek help if problems continue.

Become more mindful

Avoid living life on "autopilot." Focus on what's happening around you and what you're thinking. Become more aware of your breathing. When walking, become more aware of the sights and sounds around you. Try to become more mindful when eating.

Learn to cope with loss

Life can include overwhelming losses and there's no right or wrong way to mourn. It takes time. Take care of yourself. Talk to a caring friend. And try not to make any major changes right away. Be patient with yourself. Some people benefit from grief support groups or professional counseling. EAS can help guide the way.

Strengthen social connections

Science shows that our social connections have a powerful impact on our physical and emotional health. Take time to nurture connections with romantic partners, family, friends, and neighbors.

Incorporating these strategies into your everyday life can do wonders for boosting your mood and ability to manage everyday challenges. However, there may be times when you need additional support. EAS is here to help.

Source: <https://allonehealth.com/insights/6-strategies-for-boosting-your-emotional-wellness/>



HOW TO SUPPORT A LOVED ONE WITH A MENTAL HEALTH DIAGNOSIS

Coping with a friend or family member's mental health symptoms can be overwhelming. It is easy to get caught up in the urgency of their mental health symptoms, and it can be challenging to look out for your own well-being.

Understanding Your Loved One's Diagnosis

One of the best ways to understand a person's diagnosis and plan for wellness is to have open communication with them or join them in a counseling session. With the support of their therapist, your friend or family member can explain their experiences and give you a chance to ask questions. With consent from your loved one, the counselor can provide information about your loved one's mental health needs and challenges, and you can better understand your role in your loved one's recovery process.

Creating An Action Plan Ahead of Time

Many people find that a counselor-assisted action plan that includes clarity around what your loved one needs in distress, can be comforting, supportive, and reduce stress – for everyone concerned. In an action plan, someone who experiences mental illness can list their signs and symptoms and can identify the warning signs that suggest the loved one needs more directive support. A realistic plan that is respectful of both of your needs can alleviate the guessing game of how to respond when your loved one is in distress.

How to Support Your Friend or Family Member

Sometimes people with mental health symptoms feel that their situation is unchangeable which makes asking for help especially challenging. Many people with mental health concerns share that it is more helpful to have those in their support system come to the conversation with ideas. You might offer to watch their favorite movie with them, go for a walk, make their favorite meal, or be a listening ear.

If this is an emergency

If your loved one is threatening to harm themselves or others, this is an emergency and warrants a call to 911 or otherwise safely getting your loved one to a hospital for evaluation.

Seeking Support

While you are supporting your loved one, it is important to practice self-care. Your well-being matters too. It may be beneficial to talk to someone who can see things from your perspective. Reach out to EAS for free, confidential and personalized support.



JUNE IS MEN'S HEALTH MONTH: MEN & MENTAL HEALTH

Men's Health Month opens up an opportunity to talk about depression. Depression is a serious mental health condition that affects a man's daily life, including the way he eats, sleeps, feels, and thinks. It can also affect his ability to work, go to school, and maintain relationships with friends and family. Depression is NOT a sign of weakness, and it can affect any man, regardless of his age and race or ethnicity.

What would cause a man in your life to develop depression? According to the National Institute of Mental Health, it can be a combination of factors. For starters, his genes can play a role. Men who have a family history of depression are more likely to develop it than those who don't. Environmental stress can trigger depression too. This includes financial problems, the loss of a loved one, work problems, a difficult relationship, a major life change, or a stressful situation. Also, depression can occur in men who have a serious medical condition like diabetes, heart disease, or cancer.

Getting an accurate diagnosis and following it up with treatment is essential. Most people need professional help to feel better. Without it, depression can lead to serious consequences, such as trying to self-medicate with drugs or alcohol, or worse suicide. Suicide is one of the leading causes of death in the U.S., and men die by suicide at rates almost four times higher than women. Unfortunately, a recent report by the Centers for Disease Control shows that suicide rates are on the rise across the nation. While depression and other mental health conditions aren't the only risk factors for suicide, many of the issues that trigger depression can also contribute to suicide. Those include problems with health, money, and work. Substance use and problems in relationships can also contribute to suicide.

The message this Men's Health Month is simple: We need to talk openly about mental health. Suffering in silence isn't a safe or healthy option for the men in our lives. Check in with them. Ask them how they're feeling, especially if one of them has experienced a recent event that could trigger depression. Look for changes in his behavior and watch out for depression symptoms. If you think someone you love has depression, offer your support, listen, and be patient. Encourage him to talk to his doctor or a mental health professional, or you can help him find [treatment services](#) in his area.

Living with depression can feel overwhelming and isolating, so let him know he's not alone. Help is available, and he can feel better.

If you or someone you love is thinking about hurting or killing themselves, get help now. Call 911 or the [National Suicide Prevention Lifeline Call or Text 988](#).

Source: AllOne Health Member Portal: <https://mylifeexpert.com/article?i=3500>



Employee Advisory Service UPCOMING WEBINARS

[REGISTER NOW](#)


Employees

Financial Wellness Webinar Series: Navigating Uncertainty by Building Financial Resilience

Date / Time

- June 24, 2025
- Session A: 11AM - 12PM
- Session B: 1 - 2PM

About this webinar:

Please join us for a FREE, comprehensive webinar to familiarize and empower you with the financial fundamentals that can assist with personal aspects of various life stages.

June 2025 is Men's Health Awareness Month

Supervisors / Managers

Navigating Workplace Tension: How to Have Productive Employee Conversations

Date / Time

- June 26, 2025
- 11AM – 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 – 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?



June 2025 is Men's Health Awareness Month



**Credit Union
of New Jersey**
The freedom to prosper.

Employee Advisory Service
Support - Empowerment - Growth

Financial Wellness Webinar Series: Navigating Uncertainty by Building Financial Resilience

Please join us for a FREE, comprehensive webinar to familiarize and empower you with the financial fundamentals that can assist with personal aspects of various life stages.

Tuesday, June 24, 2025

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



REGISTER NOW





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



<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)

