



July
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.

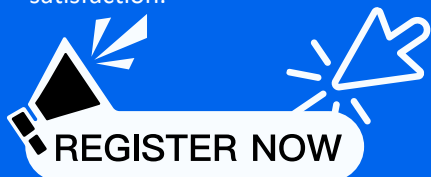


UPCOMING WEBINAR

PRIORITY PIVOT: STRESS-FREE STRATEGIES FOR BUSY PROFESSIONALS

About the Webinar:

A practical look at the effect stress has on individuals mentally and physically, along with helpful strategies for listening to internal alarm systems and proactively implementing stress management techniques that can improve health, productivity and life satisfaction.



REGISTER NOW

**Date: July 31, 2025
Time: 2:00-3:00 PM**

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USING MINDFULNESS TO REDUCE STRESS AND PREVENT BURNOUT

Preventing burnout is often a matter of developing some simple strategies. But first, here's a closer look at these two related, but different conditions:

- **Stress** is a feeling that things are out of control, that too much is going on. During stressful periods, it's easy to feel overwhelmed. However, stress is situational. When the situation improves, the stress eventually subsides.
- **Burnout**, on the other hand, is a feeling of total exhaustion—physical, emotional, and mental. It's caused by long-term exposure to emotionally demanding situations. With burnout, you feel empty. You have nothing left to give. Instead of feeling engaged, you're going through the motions. Every day is a bad day.

Simple Strategies to Prevent Burnout:

Recognize the Warning Signs

Take the time to sit down and check in on mood, feelings, energy levels, and behavior patterns. Notice if any changes in sleep, eating habits, and concentration have occurred. If feeling excessively fatigued, physically and emotionally drained, and losing interest in work and activities that used to bring joy, these signs may indicate chronic stress and burnout is taking a toll.

Prioritize Sleep and Self-Care

Making self-care a priority includes getting good quality sleep, eating a well-balanced and nutritious diet, finding simple ways to stay active and move throughout the day as well as connecting with friends, family, and community. Establish healthy transition habits and boundaries to leave work at work and feel more present and engaged during personal time.

Identify a Daily Practice for Recharging

Create time and space for quiet, rest, rejuvenation, and mindfulness each day. A few minutes of breathing meditation exercises in the morning, a midday yoga break, or an afternoon walk while listening to music are examples of simple daily practices for recharging.



ACHIEVING YOUR SUMMER GOALS: A HOW-TO GUIDE

“Making the most” of summer doesn’t look the same for everyone. It’s not just about vacations or special experiences. It’s also an opportunity to relax, recharge, and reflect on what’s important to you.

Because summer goes by so quickly, it helps to be intentional with your time and energy in a way that aligns with you, your stage of life, and the opportunities and challenges in front of you. These strategies can help:

Evaluate What’s Important to You

What do you want this summer to be about? Take a moment and ask yourself:

- How do you want to feel by the end of summer—rested, energized, connected, accomplished?
- What do you need more of—quiet, adventure, family time, creativity?
- Is there something you’ve been putting off that you want to prioritize?

Set Realistic Goals

Once you’ve reflected on your priorities, set a few realistic goals that match your current bandwidth. Don’t overload your summer with a long to-do list. Instead, choose one or two meaningful goals and break them into manageable steps. That might mean setting aside time each week to walk outdoors, planning a few low-key outings with friends or family, or making progress on a personal project. By focusing on what’s doable, you’ll build momentum—and avoid burnout.

Make Space for Rest

Rest isn’t wasted time—it’s essential for your mental health, focus, and well-being. Whether you’re juggling work, parenting, or caregiving, it’s easy to overlook rest in favor of getting more done. But even short moments of downtime can have a powerful impact. Think in terms of microbreaks: a quiet coffee on the porch, 15 minutes of reading, or a brief stretch between meetings. Prioritizing rest is one of the best ways to reclaim your energy.

Create a Schedule That Works for You

Summer can bring a change in pace—and sometimes, a change in routine. Kids may be home, work may shift, or the weather may affect your day. Instead of trying to stick to your usual rhythm, consider adapting your schedule to reflect the season. Maybe you start work earlier to enjoy the evening light, or you build in a midweek reset. Flexible routines can give you more breathing room while still helping you stay productive.

Lean Into What Brings You Joy

Sometimes we get so caught up in responsibilities that we forget to have fun. This summer, try to sprinkle in experiences that spark joy—even if they’re small. Joy might come from getting your hands dirty in the garden, going for a swim, making art, cooking a new dish, or enjoying a local festival. When you prioritize joy, you’re not only boosting your mood but also reinforcing a sense of purpose and connection.

Remember, EAS is also here to help. Services are free and confidential.

Source: <https://allonehealth.com/insights/achieving-your-summer-goals-a-how-to-guide/>



Neurodiversity is a term that recognizes and celebrates that there is natural variation in how human brains and minds work, with no single 'correct' way. It refers to the idea that neurological differences like autism, ADHD, dyslexia, sensory processing disorders, OCD, and other conditions are simply variations of the human experience, rather than disorders to be "fixed."

Embracing and Understanding Differences

Understanding neurodiversity begins with recognizing that the brain works in unique ways for different people. Conditions like ADHD, autism, and dyslexia are part of the neurodivergent spectrum. Rather than viewing these conditions as disorders, the neurodiversity movement emphasizes that differences in how we think, learn, and process information should be respected and accommodated. For example, individuals with ADHD may have a heightened ability to focus on tasks that engage them, while those with dyslexia might find creative ways to problem-solve, despite challenges with reading.

How Are Neurodivergence and Mental Health Related?

Neurodivergent individuals may face additional mental health challenges due to societal misunderstandings. Anxiety, depression, and social difficulties are often more pronounced among those who are neurodivergent, especially if they feel pressure to conform to societal norms or mask their true selves. Understanding that mental health struggles are valid and offering supportive environments at work or school can greatly reduce these challenges.

What is Neurodivergent Masking?

Neurodivergent masking is the act of concealing or suppressing one's true behaviors, thoughts, or feelings to fit in with social expectations. This can be especially exhausting and harmful over time, leading to burnout, depression, and anxiety. Masking often occurs in social or professional environments where individuals feel their neurodivergent traits are unwanted or misunderstood. By fostering understanding and openness, organizations and schools can create environments where masking is less necessary, allowing individuals to feel authentic.

Community Resources to Support Neurodivergence

There are many resources available for neurodivergent individuals to receive support and build community. Many national and local organizations, such as the Autism Society and CHADD (Children and Adults with ADHD), offer educational resources, support groups, and advocacy.



Employee Advisory Service UPCOMING WEBINARS

REGISTER NOW



Supervisors / Managers

Engagement Elevation: Building a Team That Thrives

Date / Time

- July 31, 2025
- 11:00 AM – 12:00 PM

About this webinar:

This dynamic presentation will provide several practical strategies that supervisors can utilize in their day-to-day management approach to improve employee engagement and motivation. The session will discuss methods for identifying the needs and interests of staff, and techniques for getting them to buy into and work towards the accomplishment of organizational goals.

Employees

Healthy Under Pressure: Managing Stress in Today's World

Date / Time

- July 31, 2025
- 2:00 – 3:00 PM


About this webinar:

A practical look at the effect stress has on individuals mentally and physically, along with helpful strategies for listening to internal alarm systems and proactively implementing stress management techniques that can improve health, productivity and life satisfaction.

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**



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)

