



STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

EMPLOYEE ADVISORY SERVICE NEWSLETTER

Support • Empowerment • Growth

JULY

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

CREATING A MINDSET FOR SUCCESS

About the Webinar

Success begins with the way we think. This engaging webinar explores how our beliefs, attitudes, and thought patterns shape our behaviors and influence our personal and professional success. Participants will discover practical strategies for cultivating a positive, growth-oriented mindset, overcoming self-limiting beliefs, and building habits that support long-term achievement. Through interactive exercises and real-world applications, attendees will leave with tools they can use to reinforce positive thinking, increase resilience, and create lasting mental habits that promote continued success.

Date: July 30, 2026

Time: 2:00PM - 3:00PM



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UPCOMING WEBINARS

REGISTER TODAY



EAS - Q3 Financial Wellness Webinar

Achieving Financial Fitness

Date / Time

- July 21, 2026
- 11:00 AM – 12:00 PM
- 2:00 PM - 3:00 PM

About this webinar:

This financial wellness webinar includes "10 Steps to Financial Fitness" and "Saving with Purpose" to provide participants with actionable strategies for improving their overall financial health.

EAS Supervisor/Manager Webinar

Essential Skills for Effective Supervision: Having Challenging Conversations

Date / Time

- July 30, 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.

EAS Employee Webinar

Creating a Mindset for Success

Date / Time

- July 30, 2026
- 2:00 PM – 3:00 PM

About this webinar:

Success begins with the way we think. This engaging webinar explores how our beliefs, attitudes, and thought patterns shape our behaviors and influence our personal and professional success. Participants will discover practical strategies for cultivating a positive, growth-oriented mindset, overcoming self-limiting beliefs, and building habits that support long-term achievement. Through interactive exercises and real-world applications, attendees will leave with tools they can use to reinforce positive thinking, increase resilience, and create lasting mental habits that promote continued success.

Employee Advisory Service (EAS)
Support - Empowerment - Growth

Your privacy is important to us. We are committed to and are required by law to maintain the privacy of your information. All services offered are guided by professional and ethical standards. Download our [NOTICE OF PRIVACY PRACTICES](#) to learn more.

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

How Can We
Help You?



RADICAL ACCEPTANCE: FINDING STABILITY IN DIFFICULT MOMENTS

Life doesn't always unfold the way we expect. Stressful situations, uncertainty, relationship challenges, grief, health concerns, workplace pressures, and personal disappointments can leave people feeling overwhelmed or emotionally stuck. In these moments, many individuals instinctively resist reality—replaying events, wishing things were different, or struggling against circumstances they cannot immediately change. This is where the concept of radical acceptance can be helpful.

Radical acceptance is the practice of acknowledging reality as it is, without judgment or avoidance. It does not mean approving of difficult situations, giving up, or suppressing emotions. Instead, it involves recognizing what is true in the present moment so energy can shift from resistance toward coping, healing, and problem-solving.

When people fight against realities they cannot control, emotional distress often intensifies. Thoughts like “This shouldn't be happening” or “I can't handle this” can increase feelings of frustration, anxiety, anger, or hopelessness. Radical acceptance encourages individuals to pause and say: “I may not like this situation, but I can acknowledge that it exists.”

This mindset can be explored in many common life experiences, including:

- Navigating change or uncertainty at work
- Managing chronic stress or burnout
- Coping with grief, loss, or disappointment
- Facing relationship conflict or family challenges
- Adjusting to health concerns or unexpected life transitions
- Letting go of situations outside of personal control

Life circumstances may not always be within our control, but how we respond to them often is. Radical acceptance creates an opportunity to acknowledge difficult realities while still moving forward with intention. By shifting attention away from what cannot be changed, individuals can focus on developing skills and habits that support emotional well-being and resilience.



Practicing radical acceptance is not a one-time decision—it is an ongoing process.

Some examples include:

Recognizing emotions without judgment:

Allowing feelings like sadness, anger, or fear to exist without labeling them as “wrong.”

Separating reality from resistance:

Identifying what can and cannot be changed in a situation.

Focusing on the present moment:

Redirecting attention away from “what if” thinking toward immediate next steps.

Responding instead of reacting:

Taking thoughtful action rather than acting from heightened emotion.

Practicing self-compassion:

Acknowledging that difficult emotions are part of being human.

Radical acceptance can support emotional resilience, reduce unnecessary suffering, and create space for healthier coping strategies. While acceptance may not remove hardship, it can help individuals move through challenges with greater clarity and emotional balance.



BREAKING DOWN COMMON MYTHS ABOUT DEPRESSION

It's time to break down some common myths and stigmas about depression that prevent people from talking about it and reaching out for help.

MYTH: "Can't you just snap out of it?"

A common refrain to many living with depression is to "be positive," "look on the bright side" or "snap out of it" – as if it is a choice. It is not a choice, depression is a medical condition.

MYTH: "Your life is good, you have nothing to be depressed about."

Although common phrases like "it could be worse" or "what exactly are you depressed about" may be well-intended, they reinforce the myth that depression is a choice. Depression is a medical condition as serious as any physical affliction, caused by a variety of external and internal factors, such as brain chemistry, genetics, trauma, and past abuse. Depressive symptoms are often out of a sufferer's control and should be taken seriously.

MYTH: People with depression are just lazy.

Depression affects people in different ways, but it is not a sign of weakness or laziness. It can manifest as lethargy and a lack of energy to complete even mundane tasks, but depression can also look like:

- Maintaining normal routines and hiding depressive feelings
- Lack of engagement, apathy, being "checked out"
- Increased anger and irritability
- Loss of interest in activities that used to spark joy
- Sleeping too much or too little
- Overeating or appetite loss

MYTH: Men don't get depression.

It is estimated that 6 million men in America deal with depression, and one in three men meet the criteria for the mental health condition. Unfortunately, male depression often goes undiagnosed for multiple reasons: men are less likely to recognize the signs of depression, less likely to admit they are experiencing depressive symptoms, and less likely to seek treatment for mental health concerns.



MYTH: Depression is just sadness all the time.

Depression is not just ‘feeling sad’ or ‘feeling blue’ – there are multiple symptoms, multiple types of depression, and everyone can be affected differently. Sometimes it is unexplained physical pain/joint pain, mental fog, lethargy, struggling to sleep, apathy or loss of interest, even increased anger and irritability. More than just a bad day or bad week, these symptoms would have to persist over time.

MYTH: Talking about it makes it worse.

Bottling feelings of depression can exacerbate underlying issues, and ignoring symptoms of depression in others only serves to further isolate that person. Talking it out, and receiving steady support and empathetic listening can help.

Ultimately, depression is not a character flaw, a temporary mood, or something someone can simply “think away.” It is a real health condition that deserves the same seriousness, compassion, and care as any other medical concern. When myths and misunderstandings go unchallenged, they can keep people silent, ashamed, or unsure whether their experience “counts” enough to seek help.

Changing the conversation matters.

The more we replace judgment with understanding, the easier it becomes for people to speak openly, ask for support, and access effective treatment without fear of being dismissed or minimized. Small shifts in how we respond—listening without trying to fix, believing someone when they say they’re struggling, or choosing not to reduce their experience to a simple explanation—can make a meaningful difference.

If you were reading this and thinking about someone in your life, what do you think they might need most from you right now: advice, or simply being heard?

*“MAKE”
Change*



BOOSTING FINANCIAL WELLNESS FOR A HEALTHIER, LESS STRESSED LIFE

Money affects more than your bank account—it touches nearly every part of your life, from your mental and physical health to your relationships and daily decisions. That’s why financial wellness is a key part of your overall health and well-being.

Financial wellness means being able to handle unexpected expenses and feeling confident about your financial future. It involves having the knowledge, tools, and habits to manage your money in a way that supports your life and goals.

From a health perspective, financial stress can impact many aspects of life—your sleep, mood, productivity, and even your physical health. Worrying about debt, bills, or making ends meet can lead to anxiety, relationship tension, or burnout.

The good news is that you can strengthen your financial wellness by taking small, consistent steps.

No matter where you are financially, there are actions you can take to reduce financial stress and build confidence:

- Know your numbers.
- Start by tracking your income, expenses, and debt. Creating a clear picture of your financial situation and seeing everything in one place can help you identify where your money is going and where you can make changes.
- Create a budget that fits your life.
- A budget isn’t about restriction—it’s about making sure your money aligns with your priorities. Even small adjustments can free up cash for savings or reduce financial pressure.
- Build an emergency fund.
- Having even a small cushion set aside can reduce stress when the unexpected happens, like a car repair, medical bill, or job shift.
- Tackle debt with a plan.
- Make a list of what you owe and consider strategies like paying off high-interest debt first or consolidating payments for simplicity.
- Learn more about money.
- Financial literacy isn’t just for experts. Take time to learn about credit, investing, retirement, and goal-setting.

Financial wellness is not about being perfect with money, but about building awareness, stability, and confidence over time. Even small steps can reduce stress and create more freedom in your daily life. When your finances feel more manageable, it becomes easier to focus on your overall well-being and future goals.



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ACHIEVING FINANCIAL FITNESS

Q3 Financial Wellness Webinar

Join EAS and Credit Union of New Jersey for our third financial wellness webinar of 2026. This session includes:

- 10 Steps to Financial Fitness and
- Saving with Purpose

Participants will receive actionable strategies for improving their overall financial health.

Tuesday, July 21, 2026

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

REGISTER TODAY

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HERE



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**Credit Union
of New Jersey**

The freedom to prosper.

Lunch & Learn