



STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

January
2026

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

PREVENTING & OVERCOMING BURNOUT

About the Webinar:

This important workshop will take a practical look at the causes of burnout, and provide several life management strategies that can help individuals to improve their health, regain motivation, and increase life satisfaction. These strategies will include building resilience, time and stress management, and identifying and pursuing our life's purpose.



Date: January 22, 2026
Time: 2:00-3:00 PM

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Employee Advisory Service

Support - Empowerment - Growth



**Credit Union
of New Jersey**

The freedom to prosper.

Q1 Financial Wellness Webinar

Budgeting and Planning for Financial Milestones

Join EAS for our first financial wellness webinar of 2026. This webinar offers a comprehensive approach to financial planning.

Topics include

- Strategies to build a basic budget &
- Financial milestones

**Tuesday,
February 17, 2026**

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

WEBINAR



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SCAN TO REGISTER



MANAGING AND PREVENTING BURNOUT



By Holly A. Brown, PhD, Account Manager and Higher Education Manager, AllOne Health

Burnout has become an epidemic in the modern workplace, leaving employees exhausted, unmotivated, and struggling to cope. The good news? There are ways to manage and prevent burnout. To begin, it helps to take a closer look at this condition and its causes.

What Is Burnout?

Burnout is more than just feeling tired or stressed. It's a prolonged response to chronic workplace stress and is characterized by:

- Emotional and physical exhaustion
- Feeling detached from work and others
- Feeling ineffective, like nothing you do can make a difference

Recognizing the Signs

Burnout can feel similar to depression and can make even the simplest tasks overwhelming. Left unaddressed, it can have serious consequences on your health, well-being, job performance, relationships, and more. Be aware of the following:

- Physical symptoms: Chronic fatigue, sleep disturbances, headaches, low immunity
- Emotional symptoms: Anxiety, depression, irritability, lack of motivation
- Behavioral symptoms: Withdrawal from responsibilities, isolation, using unhealthy coping mechanisms

Recognizing the Causes

While workplace challenges play a major role in causing burnout, lifestyle traits, and personality traits also play a role. Here's a closer look:

1. *Work-related challenges* that contribute to burnout include:

- Unrealistic deadlines and overwhelming schedules
- Lack of clear job expectations or proper supervision
- Feeling undervalued or unrecognized for your contributions
- Difficulty unplugging from work, especially in remote roles

2. *Lifestyle challenges* that contribute to burnout include:

- Lack of work-life balance, which increases stress and exhaustion
- Poor sleep habits, which make it harder to cope with daily challenges
- Unhealthy diet and inadequate exercise, impact energy levels, mental health, and stress resilience
- Minimal social support can intensify feelings of isolation and stress
- Overcommitment can leave you feeling drained and overwhelmed



NEW YEAR, NEW GOALS

For many of us, the New Year symbolizes a fresh start, where we eagerly make New Year's resolutions and promise ourselves that this year will be different. *This* will be the year we finally achieve our goals.

But by spring, if not sooner, it's very likely our good intentions will have slipped away, another casualty of everyday life.

Here are a few insights to help you achieve success in 2026—and beyond:

Get specific.

Whether your goal is to take better care of yourself, save more money, build better relationships, or finally get organized, it helps to clearly articulate *what* you intend to accomplish—and how. The more specific you can be in defining your goals, the more likely you are to achieve them.

Map out the steps.

Most New Year's resolutions are long-term goals that require you to build new habits or follow through on a series of steps. Like any journey, it's important to map out the process. What do you need to start this journey? Do you need more information or resources? What are your interim goals? Unless you map out the specific steps along the way, your destination is likely to remain elusive—and out of reach.

Hold yourself accountable.

Setting measurable goals and tracking your efforts can help you stay on course. To keep yourself motivated, reward yourself for reaching interim goals. Tell friends and family what you're doing and enlist their support in cheering you on.

Plan for obstacles and setbacks.

Realize that self-discipline and determination only go so far—especially when unexpected challenges intervene. When developing a new habit or reaching a new goal, it's helpful to remind yourself that setbacks and veering off course are often part of the process. To get yourself back on track, it's important to develop resilience by seeking support from friends, family, or professionals.

Take full advantage of EAS.

EAS includes a wide variety of support and resources to help you identify and reach personal goals, and the program is free to use and confidential. By taking advantage of this resource, you're more likely to find the support you need to achieve success. Here's to a New Year—and reaching new goals!

MOTIVATING THE MIND THROUGH LEARNING



You can do it.

By Angela Jenkins, MA, Wellness Consultant, AllOne Health

When I was growing up, I always wanted to be a teacher. I loved the organization, continuous learning, and helping others. To me, teachers are the epitome of lifetime learners.

Although I chose a different career path, being a lifelong learner is something that has stayed with me, personally and throughout my career. Learning has always motivated me and has been a top priority for me, and I have received many benefits from choosing to be proactive about enhancing my knowledge.

Google defines learning as “knowledge acquired through experience, study, or being taught.” Learning is essential to human existence. Just as food nourishes the body, taking in new information nourishes the mind.

By taking advantage of learning opportunities when they arise, you can enhance your quality of life, gain confidence, reduce stress, and improve your mental well-being. Learning new things can also improve your memory and focus and increase your resiliency and self-efficacy.

How to become a better learner

- **Discover your learning type.** There are seven learning types according to teachable.com: visual, auditory, reading & writing, kinesthetic, verbal, social/interpersonal, or solitary/intrapersonal learning. Try to figure out which learning methods work best for you (and there may be a combination of methods that resonates with you).
- **Be intentional and motivated.** Even though life itself presents learning opportunities, being intentional and motivated about learning is essential to becoming a successful life-long learner. Think about what motivates you to learn (maybe a new hobby or class) and use that motivation as an advantage.
- **Read.** This is a timeless way of learning. The more we read, the more we learn. With today’s technology, we now have more learning methods, including videos and audible options that weren’t available in the past.
- **Listen to music.** Harvard Health states that “listening to and performing music reactivates areas of the brain associated with memory, reasoning, speech, emotion, and reward.” Make a new music playlist by downloading your favorite songs and challenging your memory on the lyrics.

Increase learning through wellness activities

- **Incorporate physical movement.** Challenging your brain to learn a new workout routine or adapt to a jogging route enhances the numerous benefits of physical movement. Whether the goal is cardiovascular, toning, stretching, or agility, learning new physical movements can help the brain make more whitespace, which is essential to learning.
- **Make meditation a habit.** Meditation is a way to help calm the brain and the numerous thoughts that flow through it daily. Quieting the brain provides more opportunities for the brain to expand and learn new things.
- **Practice journaling.** Journaling is an effective way to release stress, anxiety, and any thoughts that may be nagging and clogging the mind. To get started, try journaling about an experience that was stressful or exciting for you. Journaling poses an immediate way to release those particular thoughts and emotions, allowing movement forward.

Source: <https://allonehealth.com/insights/motivating-the-mind-through-learning/>



Employee Advisory Service UPCOMING WEBINARS

REGISTER NOW >



Supervisors / Managers

Helping Your Employees Adjust to Change

Date / Time

- January 22, 2026
- 11:00 AM – 12:00 PM

About this webinar:

In today’s constantly evolving world, change management is a crucial skill for supervisors. Employees going through difficult changes can experience frustration and a loss of productivity. This session discusses the stages of change and provides strategies that managers can utilize to help their employees effectively cope with and adjust to change.

Employees

Preventing & Overcoming Burnout

Date / Time

- January 22, 2026
- 2:00 – 3:00 PM


About this webinar:

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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/>





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/>



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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)

