



## February 2024 EAP PROMOTIONAL EMAIL

Hello everyone – As we enter the month of February, our [Washington State Employee Assistance Program \(EAP\)](#) is offering the following resources to support you and your family:

### EAP Events and Webinars

This month, the Washington State EAP is excited to share our expanded roster of **\*live\*** [events and webinars](#)! We hope that you will be able to join us for the following offerings:

- **Mindful Mondays!** Join us every other Monday at noon PST to learn about and practice mindfulness techniques! Each 30-minute workshop will include an overview of that day's technique and time to practice. **\*All workshops will be recorded!\***

#### [Mindful Monday: Body Scan](#)

A body scan is a mindfulness meditation practice that involves focusing on sensations in the body. It can help you feel more connected to your physical and emotional self. Join us to learn about and practice body scanning. **Monday, February 5, 2024, 12:00pm – 12:30pm PST**

#### [Mindful Monday: Grounding](#)

Grounding is a mindfulness technique that helps you return to the present moment. Grounding can help you manage overwhelming feelings, intense anxiety, or returning to the present when experiencing disassociation, a flashback, or a panic attack. Please join us as we discuss how grounding can improve your mindfulness practice! **Monday, February 19, 2024, 12:00pm – 12:30pm PST**

- [Leading the Human Side of Change](#)

In this webinar, leaders will: understand their own response to change and how this impacts their ability to lead others through the change process, gain a better understanding of the impact of change on employees, learn leadership strategies that will support their team through change, begin to develop a plan to support their team, and learn what resources are available to support leaders and teams through change. **Wednesday, February 28, 2024, 2:00 pm – 3:00 pm PST**

- [EAP Orientation for Supervisors, Leaders, and HR Professionals](#)  
This is a new monthly EAP orientation with a focus on the EAP benefits available to supervisors, leaders, and HR professionals. **Tuesday, February 2024, 2024, 12:00 pm – 12:30 pm PST**
- [EAP Orientation to the Employee Assistance Program](#)  
Learn about all the EAP offers through a live 30-minute EAP Orientation webinar. **Thursday, February 15, 2024, 10:00 am – 10:30 am PST**

**Can't attend the live February webinars?** Check out [future dates](#). In addition, EAP offers [on-demand webinars](#) on a variety of subjects, including [EAP Orientation](#), [depression and anxiety relating to stress](#), [emotional intelligence](#), and [more](#).

## Work/Life

In February, the [EAP Work/Life site](#) is offering tools and resources to help you understand what it means to be a “positive influencer”, someone who inspires others and opens minds to new ideas, attitudes, and experiences. Want to learn more about becoming a positive influencer? View this month’s on-demand seminar, “**Positive Impact – Become the Influence**” – it’s available beginning **Tuesday, February 20th** through the [Work/Life site](#): just login with your Organization Code: UW.

## Monthly Resources

For many of us, February and the arrival of Valentine’s Day bring about thoughts of love, relationships, and the role(s) we play in each other’s lives. We may even begin to wonder what we can do to strengthen our relationships, and it is with that in mind that the EAP is sharing the following resources on building [trust](#). Why trust, you might ask? Well, trust is a [fundamental element](#) that plays a crucial role in fostering strong and meaningful relationships, both on a personal and professional level. In personal relationships, trust forms the basis for [emotional intimacy and a sense of security](#). It enables individuals to open up, share vulnerabilities, and build a bond that withstands challenges. In the professional realm, trust is equally essential for [effective collaboration and team dynamics](#). A workplace built on [trust](#) cultivates a positive environment where colleagues rely on one another, leading to increased productivity and innovation. Trust is the glue that binds individuals together, whether in personal connections or professional collaborations, creating a solid foundation upon which healthy and successful relationships thrive.

### Articles:

#### Personal and Family Trust:

- ❖ [Why You May Have Trust Issues and How to Overcome Them](#) (VeryWell Mind)
- ❖ [How to Cope When Trusting is a Challenge](#) (Psych Central)

- ❖ [Relationship Trust Quiz](#) (Greater Good)
- ❖ [4 Tips to Build Everyday Trust in Relationships](#) (Gottman Institute)
- ❖ [How Couples Can ReBuild Trust in a Relationship](#) (VeryWell Mind)
- ❖ [Dysfunctional Family Dynamics: Don't Trust, Don't Talk, Don't Feel](#) (Psych Central)
- ❖ [Trust vs. Mistrust: Psychosocial Stage 1](#) (VeryWell Mind)
- ❖ [Building Trust and Teenagers](#) (ReachOut)
- ❖ [Childhood maltreatment is associated with distrust and negatively biased emotion processing](#) (National Library of Medicine)
- ❖ [Repairing Relationships After Substance Use Disorder](#) (Harvard Business Review)
- ❖ [The Ripple Effects of a Thank You](#) (Greater Good Magazine)

## Professional Trust

- ❖ [Survey Sheds Light on How Leaders Can Earn America's Trust](#) (US News)
- ❖ [How High-Performing Teams Build Trust](#) (Harvard Business Review)
- ❖ [10 Pitfalls That Destroy Organizational Trust](#) (Harvard Business Review)
- ❖ [Building Trust for Leaders](#) (Workplace Strategies for Mental Health)
- ❖ [How Noticing Emotions Can Build Trust at Work](#) (Greater Good Magazine)
- ❖ [How HR Lost Employees' Trust and How to Get It Back](#) (Harvard Business Review)
- ❖ [Building Psychological Safety at Work](#) (David Burkus)

## Trust and Culture

- ❖ [Building Trust in Virtual Environments](#) (Remote DEI)
- ❖ [Belonging, Support, and Trust: Racial Equity at Work](#) (Bain and Company)
- ❖ [How Does Your Culture Influence the People You Trust](#) (Greater Good Magazine)
- ❖ [Community Q&A: As a White Manager, How Do I Build Trust and Be a Good Ally to My Colleagues of Color?](#) (Source)
- ❖ [Transgenerational Trauma and Trust Restoration](#) (AMA Journal of Ethics)
- ❖ [People are much less likely to trust the medical system if they are from an ethnic minority, have disabilities, or identify as LGBTQ+, according to a first-of-its-kind study by Sanofi](#) (Fortune)

#### **Videos and Other Resources:**

- ❖ [How to Build \(and rebuild\) Trust](#) (Frances Frei; YouTube)
- ❖ [Building Trusting Teams](#) (Simon Sinek; YouTube)
- ❖ [Designing for Trust](#) (Daniel Ariely; YouTube)
- ❖ [TED: Trust](#) (TED Community)
- ❖ [The Anatomy of Trust](#) (Brene Brown Podcast)
- ❖ [Right vs. Wrong: The Psychology of Trust](#) (Deloitte Podcast)
- ❖ [How to Build Trust and Positive Energy in Your Relationship](#) (John Gottman Podcast)

And, if you're struggling, or looking for some support or useful resources, our [EAP](#) is here for you: don't hesitate to reach out to us at [1-877-313-4455](tel:1-877-313-4455) or [online](#).