

BOOK CLUB RECOMMENDATION:

The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth

The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth by Amy C. Edmondson is an insightful exploration of how psychological safety plays a critical role in fostering high-performing teams and innovative workplaces. Edmondson defines psychological safety as a belief that one will not be humiliated or penalized for speaking up with ideas, questions, concerns, or mistakes. The book highlights the importance of creating an environment where employees feel safe to take risks, share their thoughts, and make mistakes, which in turn drives learning, growth, and collaboration.

Key insights from the book include:

- Building a culture of psychological safety with real-world examples and research.
- The link between psychological safety and team performance.
- How psychological safety promotes learning, growth, and adaptability.

This book is valuable for those seeking to understand how psychological safety can enhance their personal and professional growth, foster open communication, and encourage creativity and collaboration within teams.

Find a copy of [this book online](#).

[Click Here or Scan to View on a Mobile Device >>](#)



**THRIVE WITH
NATIONAL EAP**

Fostering Inclusion & Trust in the Workplace

Join us for our upcoming THRIVE webinars, where we'll explore key strategies for fostering an inclusive, collaborative, and supportive workplace.

[View the 2025 THRIVE Webinar Calendar & Register Online >>](#)

The April webinar will explore strategies to build trust, enhance collaboration, and create an inclusive environment where everyone can thrive. Join us to learn how you can cultivate a culture of openness and belonging in your workplace.

The May webinar will focus on embracing diverse perspectives to create an environment where people feel valued and understood. Join our THRIVE webinar to learn practical strategies to promote inclusion.

UPCOMING WEBINARS

Thursday, April 10th at 1:00 pm ET
Leadership Spotlight:
Fostering Psychological Safety at Work
[Register for the April 2025 webinar >>](#)

[Watch Recent THRIVE Webinars >>](#)

Thursday, May 15th at 1:00 pm ET
Understanding & Respecting Differences
[Register for the May 2025 webinar >>](#)

Connect With Us On Social

Follow National EAP on LinkedIn and Instagram!

Stay updated on the latest news, resources, and insights related to your employee assistance programs.

Click the icons to follow us >>



Member Benefits

Unlock Your Potential with Member Portal Resources

Discover the Power of Our Member Portal

Your go-to destination for growth and support is just a click away! Our Member Portal offers a wealth of resources to help you navigate challenges, achieve your goals, and thrive personally and professionally.

What's Inside?

- **Exclusive Resources:** Access guides, articles, and tools to support your mental health, career, and personal development.
- **On-Demand Seminars:** Learn at your own pace with recorded sessions covering topics like stress management, leadership, and effective communication.
- **Self-Assessments:** Participate in self-guided assessments to better understand your stress levels, communication style, or emotional well-being.

Upcoming On-Demand Online Seminars

Clutter to Clarity: Organizational Skills for Better Living

Available on Demand April 15th

Explore how mastering organizational skills can transform your daily life by boosting efficiency, reducing stress, and creating more mental space.

Anxiety Unmasked

Available on Demand May 20th

Explore the nuances of anxiety, teaching participants to identify their triggers for more effective management and calmer navigation through life's uncertainties.

[Log In to the Member Portal >>](#)

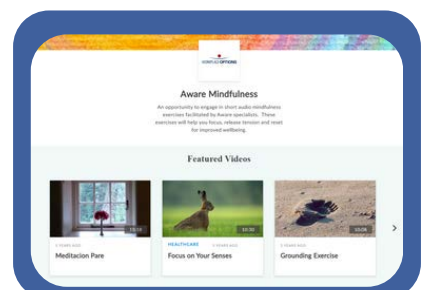
Your username and password are your company's name

[Access all Upcoming On-Demand Seminars](#)

Mindful Channel: Take a Moment to Reset

Looking for a quick way to refocus and recharge?

Visit the **Aware Mindfulness Channel** for short, guided audio exercises designed to help you release tension and reset for improved well-being.



MEMBER SERVICE UPDATE:

Transition from eMLife to Wysa

As of **April 1st**, **eMLife will no longer be available** as a mindfulness service through National EAP. In its place, we're excited to **introduce Wysa, an intuitive AI-powered Mental Resilience App** designed to support your well-being anytime, anywhere.

Wysa's interactive and adaptive approach offers a meaningful way to enhance your mindfulness and emotional well-being.

wysa



Wysa's AI-powered mental health chatbot, revolutionizes emotional support by providing accessible and personalized assistance to users with a library of over 150+ science-backed self-care tools.

Wysa Key Features:

- **Personalized CBT-based Tools** – Tailored exercises and guidance to help manage stress, anxiety, and other mental health challenges.
- **Clinically Validated Program** – Structured content backed by mental health professionals to ensure effective outcomes.
- **On-Demand Support** – 24/7 access to the app, empowering users to engage with mental health resources at their convenience.
- **Progress Tracking** – Monitor personal growth and milestones in mental resilience.

Join Us for an Informational Session

Introducing Wysa — Your AI Mental Resilience App

Tuesday, April 15th at 12:00pm ET

Discover how Wysa, your AI-powered mental health support app, can help build resilience and provide emotional support whenever you need it. Learn about its features, functionality, and how it can support mental well-being.

[Register Online >>](#)





April is Stress Awareness Month

Stress is a natural part of life, but too much of it can impact our physical and mental well-being. This month, take time to prioritize your well-being by practicing self-care, setting healthy boundaries, and seeking support when needed. **Not sure if you're experiencing stress?**

Here are 5 tips to identify stress in your life:

- **Body Aches & Fatigue** – Headaches, muscle tension, or stomach issues.
- **Mood Changes** – Irritability, anxiety, or feeling overwhelmed.
- **Unhealthy Habits** – Poor sleep, appetite changes, or reliance on caffeine/alcohol.
- **Mental Fog** – Trouble focusing, forgetfulness, or racing thoughts.
- **Social Withdrawal** – Avoiding interactions or feeling disconnected.

Recognizing stress is the first step toward managing it. If you notice these signs, consider stress-relief strategies like mindfulness, exercise, or seeking support.

National EAP is here to help you - contact us at info@nationaleap.com.

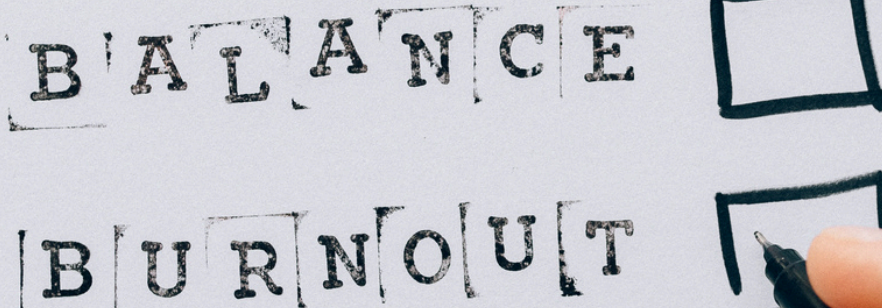


Featured Employee Service

Legal Services

National EAP members have access to expert legal guidance through our network of legal providers and mediators. Each member is entitled to one free 30-minute consultation per legal matter—either by phone or in person. If additional services are needed, members receive an exclusive 25% discount on the provider's standard hourly rate. Whether you need assistance with personal, family, or workplace legal matters, professional support is just a call away.





Stress Awareness & Burnout Prevention

Stress is a normal part of life, but when it becomes overwhelming, it can lead to burnout—physical, emotional, and mental exhaustion that impacts both work and personal well-being. Recognizing the signs and taking proactive steps can help prevent burnout before it takes a toll.

Signs of Burnout

- **Physical:** Fatigue, headaches, disrupted sleep
- **Emotional:** Irritability, anxiety, detachment
- **Work Performance:** Decreased motivation, difficulty focusing, more mistakes
- **Social:** Withdrawing from colleagues, friends, or family

How to Manage Stress & Prevent Burnout

- **Set Boundaries:** Take breaks, limit after-hours work
- **Prioritize Self-Care:** Exercise, eat well, and get enough sleep
- **Stay Connected:** Lean on colleagues, friends, and family
- **Practice Mindfulness:** Use deep breathing, meditation, or short walks
- **Seek Support:** National EAP offers resources, counseling, and wellness programs to help

Creating a Healthier Workplace

A supportive work culture reduces stress and prevents burnout. Open conversations, wellness initiatives, and access to resources make a difference. If you're feeling overwhelmed, National EAP is here to help.

Contact National EAP for Support

📞 800.624.2593

✉️ info@nationaleap.com

Resources Available

**Access Your Employee Member Portal
for Self-Service Resources**

<https://helpwhereyouare.com/>

Articles

- [How to Relax: The Mind-Body Connection](#)
- [Making Time for Yourself](#)

Recorded Audio Article:

- [Burnout in the Workplace](#)
- [Recognize and Respond to Stress in the Workplace](#)

Honesty Trust Respe

Building and Maintaining Professionalism in the Workplace

In today's fast-paced and ever-evolving work environment, professionalism remains one of the cornerstones of success. Whether you're interacting with clients, colleagues, or stakeholders, exhibiting professionalism helps to foster trust, respect, and positive relationships that are essential for both personal growth and organizational success.

Here are some tips on how to embrace professionalism within your day-to-day interactions.

Effective Communication is Key

- **Listen Actively:** Understand and engage with others' perspectives.
- **Be Clear:** Keep messages concise and easy to understand.
- **Watch Non-Verbal Cues:** Be mindful of body language and tone.

Respect Boundaries and Differences

- **Cultural Sensitivity:** Be open to learning about different backgrounds.
- **Personal Boundaries:** Respect colleagues' time and space.

Accountability and Dependability

- **Own Your Actions:** Take responsibility for your work and mistakes.
- **Meet Deadlines:** Show reliability through timely completion

Maintain a Positive Attitude

- **Be Solution-Oriented:** Focus on solutions, not problems.
- **Stay Composed:** Keep your professionalism under pressure.

Be Open to Feedback

- **Request Feedback:** Use it as an opportunity to improve.
- **Give Feedback Respectfully:** Offer constructive, positive suggestions.

Contact National EAP for Support

 800.624.2593

 info@nationaleap.com

Professionalism is about respect, integrity, and commitment.

By applying these tips, you contribute to a productive, positive workplace.