



Volume 27, Issue 1

# Balance

A newsletter to help employees maintain a healthy work/life balance.



## Acentra HEALTH

*Welcome to Balance, your Employee Assistance Program (EAP) newsletter. Balance highlights important topics related to personal and professional wellness, offering tips and resources for managing life's challenges. Your EAP is a confidential, free resource designed to help you navigate a variety of issues. If any of these topics resonate with you, consider reaching out to the EAP for further information, including referrals to local EAP counselors.*

### **EXERCISE YOUR WAY TO A MORE POSITIVE MINDSET**

Exercise offers well-known benefits for physical and mental health, but there's another reward worth noting: a brighter, more positive mindset. When you're tired, unmotivated, or tempted to postpone your workout, it's easy to forget how energizing even a short session can be. Regular physical activity triggers the release of endorphins—your body's natural feel-good chemicals—lifting your spirits and reducing stress. The more regularly you exercise, the more likely you are to trigger this effect. Beyond the immediate mood boost, exercise fosters a sense of accomplishment, improving your outlook and building resilience. Remind yourself of this payoff. You may discover that a positive and upbeat mindset is your greatest reinforcement for improving your health through engaging in regular exercise.

### **PARENTING TIPS TO HELP TEENS AVOID SEXUAL ASSAULT**

If your kids have started dating, have you had a conversation with them about staying safe and reducing the risk of sexual

assault? Don't assume they will come to you after facing a situation they weren't prepared to handle. Even if you believe your relationship with your child is close and trusting, they may be uncomfortable sharing these details with you because they feel guilt or embarrassment, are afraid of upsetting or angering the assailant, fear losing friends, or want to shield you from worry. Proactive communication is essential in ensuring your child understands how to navigate dating safely and recognize potentially dangerous situations. Many advocacy organizations offer parental education and teen guidance for safe dating. Start with the Centers for Disease Control and Prevention (CDC) Preventing Teen Dating Violence page by clicking [here](#).

*Source: [www.cdc.gov/intimate-partner-violence/about/about-teen-dating-violence.html](http://www.cdc.gov/intimate-partner-violence/about/about-teen-dating-violence.html).*

### **EAP HELP FOR COWORKER CONFLICTS**

Workplace conflicts are normal and can disrupt workflows and increase stress if left unaddressed. Seek help from the EAP to resolve conflicts more quickly, reduce tension, and restore harmony. Here's a bonus: Resolving conflicts through the EAP equips employees with vital negotiation skills. So, instead of viewing conflict as a mere annoyance, consider it an opportunity for growth. Anticipate being provided with tools that can be applied in future situations—or even shared with others. You'll know it's time to visit the EAP if conflict disrupts your focus, increases stress, or produces strain within your team.



## **SUPPORTING A PARTNER THROUGH ANXIETY: HOW TO OFFER HELP AND ENCOURAGE HEALING**

Being in a relationship with someone who struggles with anxiety can sometimes leave you feeling unsure of how to help. While you can't "fix" the situation, your support plays a vital role in their journey toward managing anxiety. The first step is to avoid minimizing their feelings. Anxiety can manifest through worry, fear, or physical symptoms like a racing heart. Instead of saying, "Don't worry," acknowledge their experience with phrases like, "I see this is really tough for you." Rather than trying to shorten or fix the anxiety episode, focus on being present and offering reassurance. Ask how you can help, and offer comforting words like, "I'm here for you" or "This will pass." Encourage your partner to seek professional help if their anxiety is affecting their daily life. Nearly 60% of people with anxiety never seek treatment, often due to stigma. Don't let that stop them from getting the help they need. Even if their anxiety symptoms come and go, seeking help is still a valuable step toward healing. With compassion and understanding, you can be a supportive partner as they navigate their journey with anxiety. For more information, visit the Anxiety and Depression Association of America at [adaa.org](http://adaa.org).

## **GET UNSTUCK FROM A RUT**

It is not uncommon to feel like you've plateaued in your career at times, but there are steps you can take to get out of a rut. Feeling stuck can be emotionally draining, reduce productivity, and negatively affect your life outside of work. Don't stay in this indeterminate state, because it can lead to long-term dissatisfaction and even health consequences.

Take proactive steps to get some happiness back and overcome your feelings of stagnation. Set goals for yourself despite your current status. Identify what part of your job you like best and focus on building your expertise there, or even focus on courses to develop additional skills, volunteer opportunities, and mentorship. Connect with coworkers with whom you have good chemistry. These positive interactions can give your job more meaning. Pursue hobbies, side projects, or community involvement initiatives that bring joy and a sense of achievement. Don't just leave work, go home, and hit the couch. Instead, take action to cultivate a fulfilling and more dynamic life. This includes reaching out for EAP help.

Source: [www.glassdoor.com/blog/worklife-trends-2025/#Trend1](http://www.glassdoor.com/blog/worklife-trends-2025/#Trend1)

## **MANAGE STRESS WITH THE 24-HOUR RULE**

The "24-Hour Rule" is one of the most powerful stress management techniques. When stress is overwhelming, this mindset encourages focusing only on what you can handle or control right now and avoid fixating on worries. This approach allows you to compartmentalize your concerns, giving your mind the space to process immediate challenges without the added burden of future uncertainties. By limiting your worry to a specific timeframe, you create a psychological buffer that can significantly reduce anxiety and improve your overall well-being. Consider your past; how many times have you experienced extreme worry over a moment or set of circumstances about which you had no solution or control? And still, here you are today with those



things now in the distant past—many of which you can't even recall. In the moment, it's easy to forget this stress management technique as circumstances change, solutions emerge, and perspective shifts. And if one day at a time feels too tough, try taking it one hour at a time.

### **NOT READY FOR ADDICTION TREATMENT?**

Fourteen million workers, or 9% of employed Americans, have a substance-abuse problem. Recovery is about learning how to abstain from using addictive substances, and in order to avoid a relapse, it's also about avoiding any substance that substitutes for your drug of choice. "I'm not ready for treatment yet" is a top reason for resistance to treatment. If you have attempted to quit using substances but have only been frustrated by a lack of success, it's likely you are missing many pieces of the treatment equation that make it work. Start with an assessment from a professional with specialized knowledge in addictive disease. This professional will guide you to the type of help that's most likely to work for you. Contact your EAP to get started.

Source: <https://www.drugrehab.com/treatment/barriers-in-seeking-treatment/>

## **Employees Assistance Program**

Your EAP is a complimentary service available to you through your employer. The EAP provides counseling sessions at no cost to you, as well as offering a wide variety of services to enhance overall wellbeing and support healthy work/life balance. The program is completely confidential and available to you, your household family members, and dependents.

Access the EAP anytime for no-cost, confidential support from a master's-level counselor or visit the website tools and information designed to address life's pressing concerns.

 **Phone: 1.800.833.3031**

 **Website: EAPHelplink.com**

 **Company Code: IOWA**

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