



Spring 2025 Newsletter



The Resiliency Issue

Friendship and respect among co-workers are key elements to employee wellness. It is easy to forget how important we are to each other. This is especially true when a colleague undergoes a difficult situation in the workplace. In her book *Building Resilient Teams*, Dr. Patricia Fisher highlights that "the evidence now shows best outcomes when individuals subjected to trauma are immediately supported with the helpful, empathetic, non-intrusive, and informative presence of another person." The next time that you recognize a co-worker is struggling, try implementing the:

Hot, Walk, and Talk Protocol from the Tend Academy:



Hot: Say: "I heard that something difficult just happened. That must have been upsetting. Would you like to come and talk about it?"

Action: Move the co-worker away from the location where the difficulty occurred. If possible, go outside to a confidential area.

Walk: Say: "Here's a bottle of water. How about we go for a walk?"

Action: Walk beside the person at brisk pace. As the walk proceeds, they may naturally slow down - let them set the pace to regain their sense of control as their nervous system regulates.

Talk: Say: "It sounds like what you experienced was upsetting and what you're feeling is normal. I'm here for you. Would you like to tell me what happened?"

Action: Let them know that they are in a safe space to talk. If they get stuck on a particular moment, prompt them with a guiding statement like "yes, and then what happened?"

This simple exercise can make a huge impact on the wellbeing of your colleague and entire team in the long run.



"The oak fought the wind and was broken, the willow bent when it must and survived."

— Robert Jordan

EAP's Spring Wellness Picks:

Podcast:

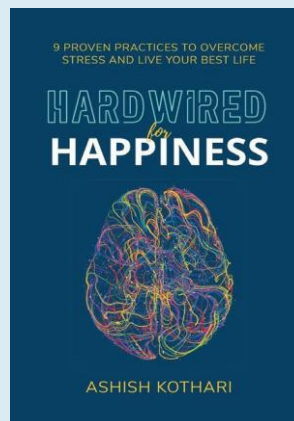


Building Resilience with Leah Davidson

Episode 213: The Power of Resilient Words

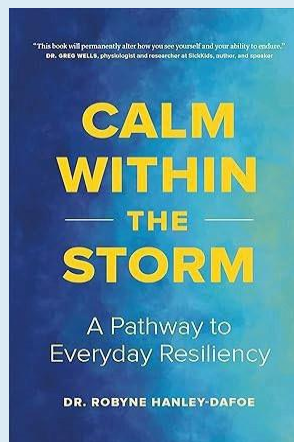
Words are a powerful thing—not just the ones we speak to others but the ones we say to ourselves. Words can shape our thoughts, which control our emotions, which ultimately drive our actions. They hold the power to lift us up or tear us down, sometimes in just a moment. But what if we could use words to build resilience, foster growth, and create a life filled with hope and possibility?

Inspiring Read:



Hardwired for Happiness distills cutting-edge research from the fields of psychology, neuroscience, and ancient wisdom traditions into nine proven practices that can rewire your brain to seek happiness instead of fear.

Audiobook:



In *Calm Within the Storm*, Dr. Robyne Hanley-Dafoe maps out a kinder approach to taking on the challenges of life and developing authentic self-alignment and balance.



Tips to Improve Your Resilience:

Get connected:

Build strong relationships with friends and family who treat you well. Meet new contacts by volunteering in a cause that you believe in.

Make every day have meaning:

Set clear goals that you can reach so you can look toward the future with hope and purpose. Go one step further and create a vision board to help make your goals come to life.

Learn from the past:

Remember what has helped you through hard times. Let go of things that didn't work and no longer serve you well.

Take care of YOU:

Self-care is a necessary wellness tool. Move your body, eat lots of colorful plants and veggies, and get better sleep. In short, do the things you love and you will feel the benefits.

Take action:

Don't avoid your problems. Instead, challenge yourself to make a plan and take action. This doesn't mean not to be gentle with yourself after a setback. When you are ready, take the time to do the work and make your life better. You deserve it!



Springtime Cultural Spotlight: India

Holi, the festival of colors, is one of the most vibrant and exuberant festivals celebrated in India and across the world. With its origins deeply rooted in Hindu mythology and tradition, Holi marks the arrival of spring and the triumph of good over evil. Beyond its colorful spectacle and playful revelry, Holi holds profound significance, symbolizing renewal and the power of love and forgiveness. Holi embodies resilience with its message of hope, transformation, and unity.

Check out Dr. Kenneth Ginsburg's 7 C's Model of Resilience:

- 1.) **Competence** is having the skills to handle challenges.
- 2.) **Confidence** is believing in your own abilities.
- 3.) **Connection** is having and maintaining strong relationships.
- 4.) **Character** is knowing and staying true to your values.
- 5.) **Coping** is having strategies ready to deal with stress.
- 6.) **Contribution** is making a positive impact on the world in your own unique way.
- 7.) **Control** is understanding what you can change and accepting what you can't.

Resource:
[https://
www.tendacademy.ca/](https://www.tendacademy.ca/)

Employee Assistance Program

Tel: 902-368-5738

Website: <https://psc.gpei.ca/employee-assistance-program>

Email: eap@gov.pe.ca

