

Arlington Employee Assistance Program Ongoing Support for Staff

AEAP provides free, confidential support to identify and mitigate barriers to optimal health/well-being and workplace performance/productivity.

- Crisis intervention
- Problem/identification
- Short-term problem resolution
 - Coaching
 - Counseling
- Consultation
 - Counterproductive work behaviors
 - Workplace violence
 - Team development
- Health and well-being resources
- Support groups

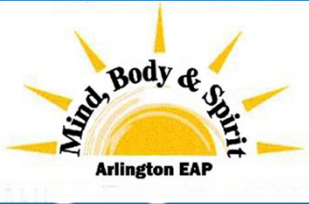




Supporting Staff During Pandemic

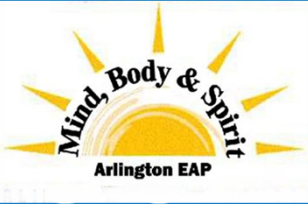
Arlington EAP Support For Staff

- Enhance employee engagement
- Nurture physical, social, emotional well-being
- Acknowledge and address stressors impacting health/well-being and performance/productivity
 - Address implications of COVID-19
 - Provide safe forum for conversations about social justice/racial equity
- Offer psychological/emotional education
- Provide space for connection and support



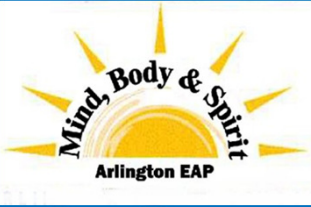
AEAP Survey

- EAP committed to tailoring services to meet identified needs
- Listened to clients
- Partnered with Department of Planning and Evaluation to survey all APS staff on behalf of AEAP
 - Survey opened on June 3, 2020 and closed on June 10, 2020
 - Total responses: 1,503
 - Multiple answers per participant possible. Percentages may exceed 100



AEAP Survey Feedback Highlights

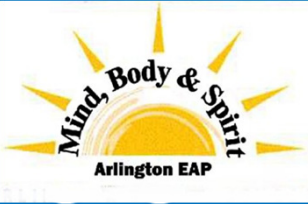
- Report on well-being
 - 51% reported strong or moderate well-being
 - 34.9% gave a mixed report: sometimes ok, sometimes not
 - 13% reported being stressed or overwhelmed
- Description of feelings most days
 - 56.2% okay
 - 40.5% anxious
 - 32.4% overwhelmed



EAP Survey Feedback

Current stressors? (Check all that apply)

Responses	Responses	% of total respondents
➤ Teleworking	678	45.6%
➤ Managing my emotions	337	22.6%
➤ Interpersonal relationships	201	13.5%
➤ Family demands/problems	445	29.9%
➤ Childcare	168	11.3%
➤ Concern about safety related to COVID-19	886	59.5%
➤ Balancing work/family life	586	39.4%
➤ NA— I have minimal stressors	123	8.3%
➤ Other, please describe below	242	16.3%
Total Responses	3,666	

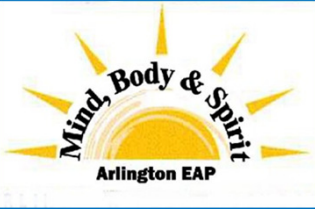


Employee Interests

Interest in virtual events

	Responses	% of total respondents
➤ Mindfulness/meditation after PD sessions	595	56.3%
➤ Virtual happy hour after PD	219	20.7%
➤ 4-session weekly support group	152	14.4%
➤ 4-session weekly gratitude book club	220	20.8%
➤ Zoom exercise	463	43.8%
➤ Zoom yoga	519	49.1%
➤ Other	85	8.0%
Total Responses	2,253	

*Interests and participation rates are not always aligned



Planning for Emotional Support

MONDAYS

Kick off your week with Mind-day ~ dedicated to mindful self-care

MINDFUL MEDITATIONS

Thoughts, moods, attitudes, and behaviors strongly influence health and well-being.

Partnership with Health Journeys to access web meditations.

Guided meditations scheduled every week.

Mindfulness: focus only on things happening in present moment; purposefully pay attention to and being aware of emotions, thoughts, and how your body feels, without judgement. Can help cope with pain and stress.

WEBINAR DATES

12:15 – 1:15pm

Monday, August 31

Monday, September 14

Monday, September 28

TOPICS

Recognizing and Coping with Stressful Triggers

Intro to Reflective Journaling

Physical and Emotional Impact of Stress

Intro to Mindful Meditation

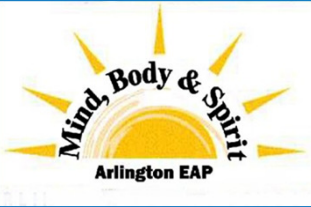
Health Benefits of Sleep

Transformational Thinking

Tai Chi

Understanding Mental Health

Achieving/Maintaining Healthy Weight



SEL for Adults

New Canvas Course

Social and Emotional Learning for Staff

- Mental Health Education
- Self-Assessments
- Emotional Wellness Tools
- Equity Education
 - Courageous Conversations
 - Teaching Tolerance

EAP Seminars

- Practical Tips for Managing the Impact of COVID-19
- Effective Teams in Challenging Environments
- Employee Engagement
- Building and Sustaining Resilience
- Mental Health and Emotional Wellness
- Perception vs. Reality: Collaborating Across Different World Views
- Bring Your Best Self to Work

*Additional content to be developed in response to emerging needs



Tiered Supports – Social Emotional Support

Social and emotional supports are essential to staff well-being and productivity. SEL reflects an understanding that ongoing professional development in this area is critical.

Tier 1

Web education, self-assessments, and resources

Mindfulness sessions

EAP Open House
Drop in for Q & A

RISE (Resilience in School Environments)
Kaiser’s Interactive Seminar

EAP Training* (examples on previous slide)

Tiers 2-3

Individual short-term, solution-focused counseling
(telehealth)

Support groups

Telephonic consultation for employee concerns

Consultation for administrators

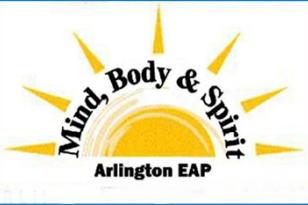
Crisis Intervention



Physical Health

- Wellness Works Wonders Newsletter
- Online Wellness Challenges
- BurnAlong (Online fitness platform)
- Flu Shot Campaign
- Promotion of Health Assessments and Biometric screenings
- Marketing of Cigna/Kaiser resources





Self-care is not Selfish

**Healthy, engaged students are supported by healthy, engaged staff.
They are interdependent.**

Control the controllables!

- Mind and body
- Immediate environment
- What you consume
- How you prepare
- How you protect yourself
- How you protect others

**TAKE A CHECKUP
FROM THE NECK UP**



**FREE. PRIVATE. ANONYMOUS.
MHASCREENING.ORG**

Evaluate your well-being

- Conduct regular self-assessments
- Ask trusted friend to assess
- Engage with social network
- Adhere to self-care plan
- Quality sleep is essential