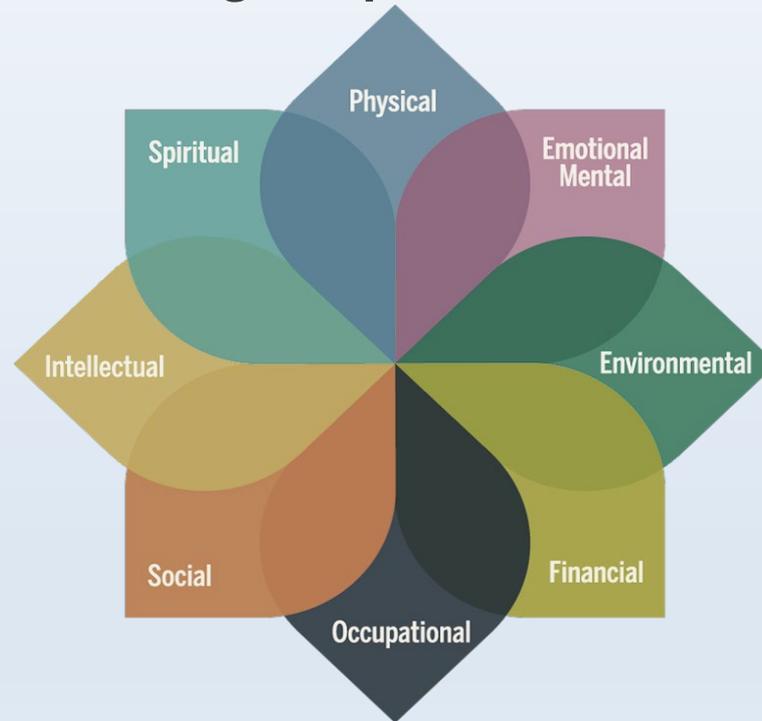


## *EAP's Role in Enhancing Female Employees' Productivity & Well-being*

Anna Verschoore, MSW, LCSW-C

# THE ROLE OF NIH EAP

**NIH EAP is a free, voluntary and confidential program that helps employees (including trainees, family members and supervisors) work through various challenges that may adversely affect job performance, health, or personal well-being to optimize NIH's success.**





# Employee Assistance Program (EAP)

*anticipated challenges of workforce as  
“return to work” evolves*

- Increased substance abuse\*\*
  - Increased relationship stress
  - Prolonged caregiver stress\*\*
  - <sup>\*\*</sup>Ongoing anxiety for those worried about exposure
  - Financial struggles with limited resources
  - Physical and emotional health consequences
- *\*\*more likely to impact females*

# QUICK GLANCE: THE NIH EAP SERVICES



# So Much STRESS!

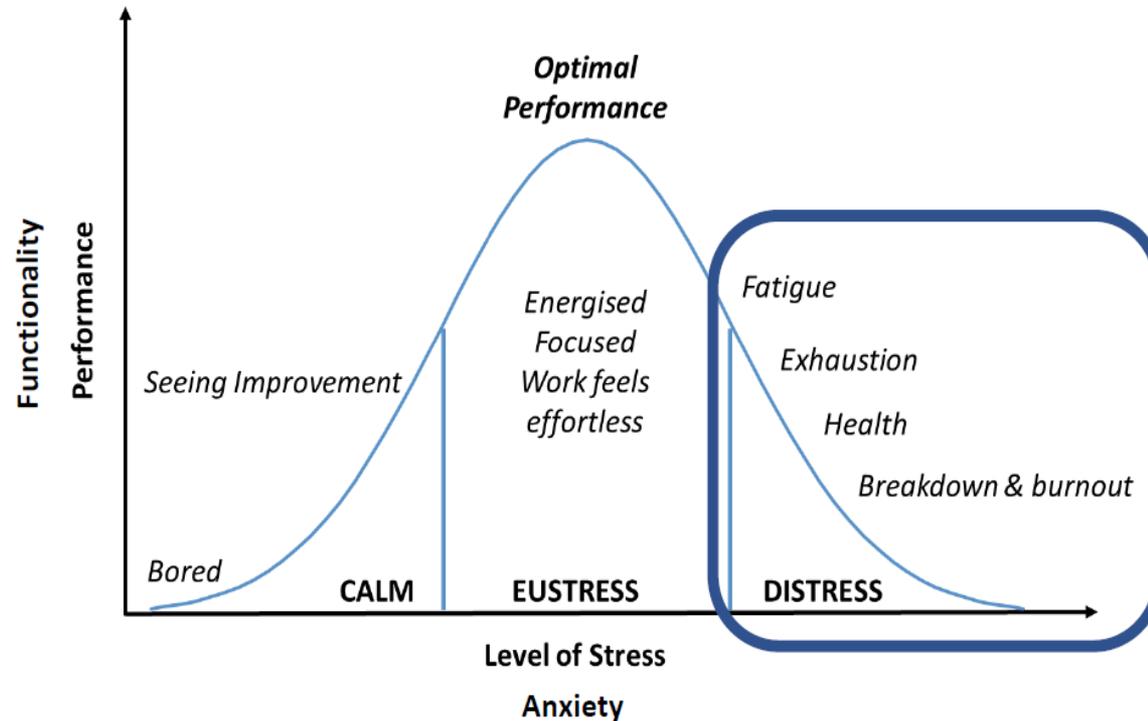
- Biological and emotional reaction
- Natural response to change
- Helpful unless prolonged



# Flight or Fight?

- Onset of stress - Activation of “flight or fight” response (“amygdala hijack”)
- Decreased stress – Activation of prefrontal cortex (“thinking brain”)
- Prolonged stress – leads to overall exhaustion

## Stress responses can lead to... Distress



## Self-Care: *are you...*

- eating as you typically would?
- exercising/finding ways to move your body?
- sleeping well?



## Keep Moving!

- *Stay active*
- Make an effort throughout the day
  - Head outdoors
  - Use online workout platforms
  - Find activities that bring you joy!



## Limit daily exposure to news and social media

*Stay in touch with news from trusted sources but no more than  
30 minutes a day*

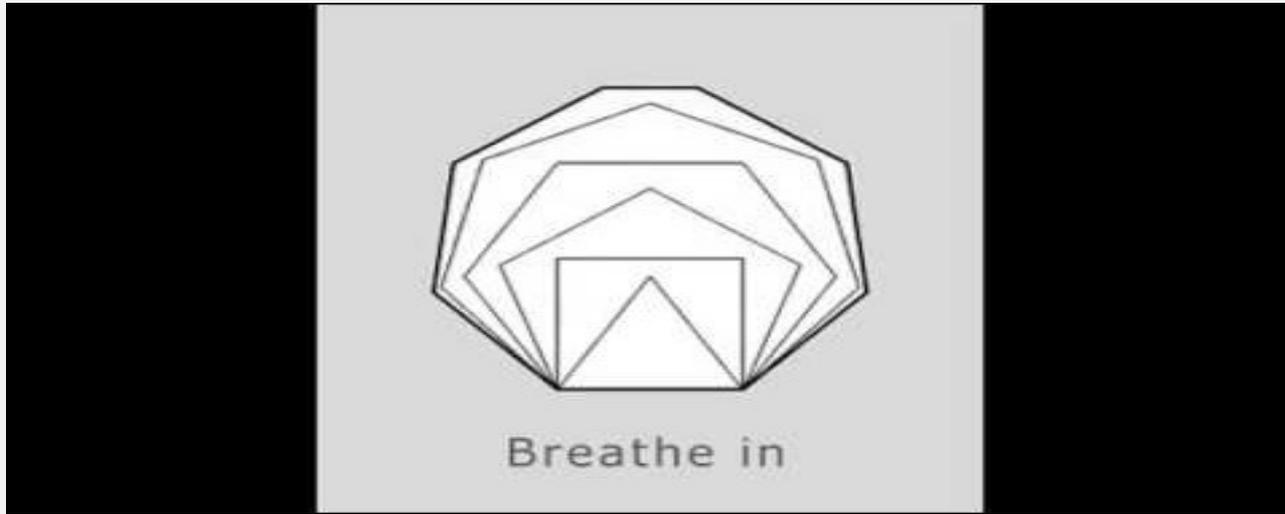


## STAY CONNECTED to those you care about

- *Video chat family and friends*
- *Catch up with those you've missed*
- *Get creative! Consider writing letters to loved ones.*

## Consider ways to cope:

- *Utilize deep breathing*
- *Ask what worked with previous stressful times*
- *Practice gratitude (seriously!)*



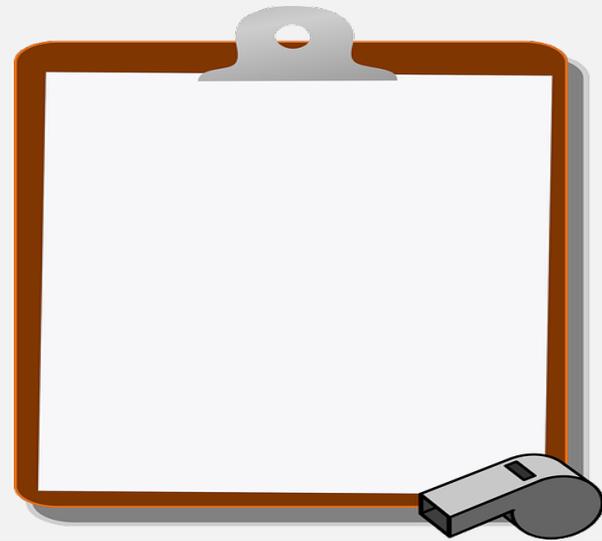
# TIPS AND TOOLS

*Use Validation* – acknowledge discomfort is normal

*Tolerate Uncertainty* – not easy but possible

*Practice Self-Compassion* – this too shall pass

*Think as a Coach* – what guidance would you give?



- **Difficulty with concentration and decision-making**
- **Isolation**
- **Feelings of helplessness**
- **Decreased mood regulation (irritation and/or excessive worry)**
- **Headaches or digestion problems**
- **Insomnia with daytime fatigue**
- **Increased use of substances**

# WHO DO I WANT TO BE DURING COVID-19?



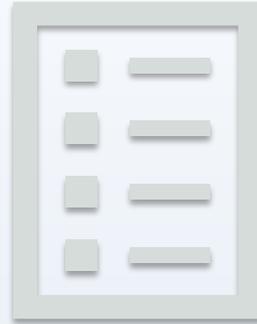
# WE ARE HERE

For individualized support please contact the NIH EAP.

We can help you look at your specific situation and discuss recommendations for addressing your anxiety/stress based on your circumstances.



# THE NIH EAP PROCESS



## Call the EAP main number

- 301-496-3164
- EAP Staff will be able to assist you in setting up an appointment

## Speak to a Licensed Mental Health Professional

- You will be asked for demographic information and a brief description of your concerns
- Immediate services for matters of urgent risk

## An appointment date and time will be identified

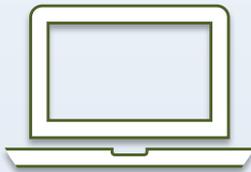
- 1 hour is blocked off for each individual session
- 30 minutes is blocked off for Supervisory Consultations

**\*If you are experiencing a crisis and cannot reach EAP staff immediately, please call the NIH page operator at 301-496-1211 and ask for the OMS physician on call.**

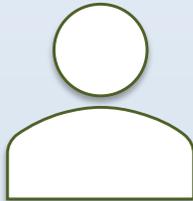
# EAP CONTACT INFORMATION



**301-496-3164**



**[www.ors.od.nih.gov/sr/dohs/eap](http://www.ors.od.nih.gov/sr/dohs/eap)**



**NIH MAIN CAMPUS  
BUILDING 31, ROOM B2B57**