



**Employee Assistance Program
Quarterly Newsletter, Spring 2026**

Feel free to contact us with any questions or to schedule an appointment:
You may call or send us a text at **(609) 961-1827**
Please visit our website at seaside-serenity.com

News you can use...from your EAP



Thriving Through Change

As we step into April, many of us are emerging from what has felt like a long and heavy winter both literally and emotionally. Short days, cold weather, and ongoing workplace pressures can leave us feeling depleted. And just as the seasons begin to shift, many workplaces are also in transition: new technologies, evolving roles, restructuring, and the growing presence of AI.

For some, these changes bring excitement. For many, they bring uncertainty. Resilience is not about avoiding stress or pretending change is easy. It is about developing the psychological flexibility to adapt, recover, and grow even when the ground beneath us feels like it's moving.

Why Change Feels So Hard

Our brains are wired for predictability. When roles shift, expectations change, or new systems are introduced, the nervous system often interprets this as a threat even if the change is ultimately positive.

Common reactions include:

- Increased anxiety or irritability
- Difficulty concentrating
- "Imposter syndrome" in new roles
- Fear of being replaced or left behind
- Decision fatigue and burnout

These responses are not signs of weakness—they are normal human responses to uncertainty.

The Added Layer: AI and Rapid Workplace Evolution

The rise of AI and automation has accelerated the pace of change. Many employees are navigating:

- Learning new tools quickly
- Redefining job responsibilities
- Concerns about job security
- Pressure to "keep up"

This can create a persistent sense of urgency that keeps the nervous system in a heightened state.

Resilience in this environment means shifting from: "I have to know everything" to "I can learn what I need as I go." Change is a constant. New initiatives, evolving community needs, staffing shifts, policy updates, and increasing workloads can create both opportunity and stress. Even positive changes such as a promotion, new team, or new technology can bring uncertainty. If you've been feeling more fatigued, distracted, or irritable than usual, you are not alone. These are normal responses to change, not signs that something is "wrong." The good news: resilience is a skill. And like any skill, it can be strengthened.



Five Practical Strategies to Build Workplace Resilience

1. Focus on What Is Within Your Control

In times of restructuring or organizational change, much is outside our influence. Grounding yourself in what *is* controllable, your effort, your learning, your communication reduces helplessness and restores a sense of agency.

A helpful prompt: What is one small, productive step I can take today?

2. Normalize the Learning Curve

New systems and roles come with temporary inefficiency. Expecting immediate mastery increases stress and self-criticism. Instead, adopt a growth mindset: "This is new, not a reflection of my competence." Or It's about "progress, not perfection."

3. Regulate Before You Problem-Solve

When the nervous system is activated, problem-solving becomes harder. Simple regulation strategies improve clarity: Take a brief walk. Use slow, paced breathing. Step away from the screen for five minutes. Name what you're feeling ("I'm overwhelmed"). Regulation is not avoidance, it is preparation for effective action.

4. Strengthen Connection

Periods of workplace change often reduce informal support. Make connections intentional: Check in with colleagues. Ask clarifying questions, share resources and normalize shared uncertainty. Resilience is relational as much as it is individual.

5. Redefine Stability

In a fast-moving world, stability no longer means "nothing changes."

Stability becomes: *Adaptability Transferable skills *Emotional regulation *Continuous learning

Your resilience travels with you—even when roles and systems do not.

A Season of Renewal

Spring reminds us that transition is a natural part of growth. Just as the environment shifts gradually, so do we. You do not have to have everything figured out to be moving in the right direction. If this season of change has left you feeling stretched, you are not alone. With intentional skills, supportive connections, and self-compassion, it is possible not only to navigate change—but to thrive within it.

We want to remind you that your well-being matters. Through your Employee Assistance Program (EAP), you have access to resources designed to support your mental health, personal growth, and overall resilience. Whether you're setting goals, facing challenges, or simply need someone to talk to, we're here for you. Our services include:

- **Confidential counseling** for personal and work-related concerns.
- **Resources and tools** to help manage stress and improve your work-life balance.

Remember the EAP is available to help you or an immediate family member
If you need help, why not call an EAP counselor today? To get started call or send us a text to 609-961-1827 or go right to our website to request an appointment at <https://www.seaside-serenity.com/>



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