

Solutions

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Mental Health Awareness Week

May 5 to May 11 is Mental Health Awareness Week! But why stop with just one week? Let's celebrate it by experimenting with this 30-day positivity exercise.

Instructions: At night, before falling asleep, take a few moments to jot down one positive moment from the day, and take 60 seconds to really feel it again. [Research demonstrates](#) this exercise shows "neuroplasticity of the brain." This refers to its ability to "rewire" itself and, in this case, nurture a more positive mental attitude—one that is more optimistic, resilient, and emotionally balanced.



Discover JOMO—Joy of Missing Out

FOMO—the "[fear of missing out](#)"—is anxiety caused by the perception that others have more exciting lives. Social media often triggers it, but there's a flip side called "JOMO"—the joy of missing out. It's a conscious reaction to feeling controlled by social media, encouraging turning it off, reclaiming time, and focusing on mental health benefits. When hit by FOMO, stop. Take a break. Recognize it, then identify the positives in your life and be thankful. If possible, try a "technology-free" trip to the store or outing to feel fully present in the real world.

Building Teams: When Unreliability Strikes

It's not uncommon to have an unreliable team member, but most coworkers hold back too long in being assertive, hoping for change, improved performance, or follow-through with commitments. Sound familiar? Assertiveness often creates tension, and your fear of losing group harmony or fear of conflict, or simply not wanting the emotional burden of confronting a coworker is understandable. But avoidance risks hurting your team.

Solution: Create traditions and shared values your team agrees to uphold, so when assertiveness is needed, it's seen as a commitment to those values—not a personal attack. If you do this, you'll increase productivity and accountability, and cohesiveness will ironically increase. If you're struggling now, meet and get agreement on this assertiveness tradition. It will be okay to speak up sooner with respect. You'll dispense with lingering frustrations and feel happier about your team with less fear about facing challenges.

Maintain Healthy Boundaries Between Work and Home

Even employees who believe in keeping healthy boundaries between work and home struggle to do it. [Research shows](#), however, that maintaining boundaries is good for you and your employer. Productivity does not suffer! In fact, keeping boundaries can help workplace productivity by reducing burnout and turnover, improving focus, and creating a more positive work environment. Here are five boundaries most people struggle to maintain. If you recognize any of them and are ready for change, contact FSEAP to explore your next steps to make some or all happen:

- Not responding to work communications after hours;
- Having a dedicated place in your home to work—no, this is not only to avoid distractions but also to eventually train your brain to “turn on for work,” thereby improving productivity;
- Taking a real honest-to-goodness lunch break, rather than eating at your desk or skipping it altogether;
- When possible, politely saying you can't take on more work or at least negotiating on deadlines;
- Making it step one when you arrive home to get out of your work clothes.

Again, this ritual is not just about being more comfortable. It signals to your brain to destress and recognize the “day is over.”



Stress Tips from the Field: Managing Stress One Day at a Time

“Take it one day at a time.” This common saying means “stay present-focused” as a way of managing stress, but many related tips can help maximize this mindset—freeing you from spiraling into fear, sleep loss, and burnout.

Consider:

- Avoid being overwhelmed by staying in the present. Still acknowledge today's stressors, but address only what is in front of you.
- Limit catastrophic thinking and “what-ifs” by focusing on what can be done now.
- Ground yourself in the moment and take purposeful action, even if small. This reduces anxiety and the risk of imagined worst-case scenarios.
- Let go of what you can't control. Build resilience through daily coping.
- Practice self-compassion—it muzzles your inner critic.

Start the day with a simple goal to focus on the here and now, and realize that today's challenges build resilience for tomorrow's hurdles.

