

Solutions

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THUNDER BAY
COUNSELLING
SOLUTIONS THAT CHANGE LIVES

fseap Now we're
talking.

April is Stress Awareness Month



April is Stress Awareness Month, a timely reminder to pause, reflect, and strengthen how we care for our mental well-being. At times when stress can feel constant or overwhelming, having the right tools makes all the difference. That's why we're excited to introduce three new resource kits through our EAP service, designed to support you through common life challenges.

Our Coping with Stress kit offers practical strategies to better understand stress, manage daily pressures, and build resilience through healthy coping strategies. For those supporting loved ones, the Caregiver Support kit provides guidance on managing stress, staying organized, and accessing resources. And for individuals navigating life changes, our Transition to (Peri)Menopause kit delivers accessible information and supportive coping techniques to help you feel informed and empowered.

Whether you're facing a busy season, caring for others, or experiencing personal transitions, these resources are here to help you feel supported every step of the way. Explore the kits today and take a meaningful step toward managing stress and enhancing your well-being.

Better Work-Family Balance

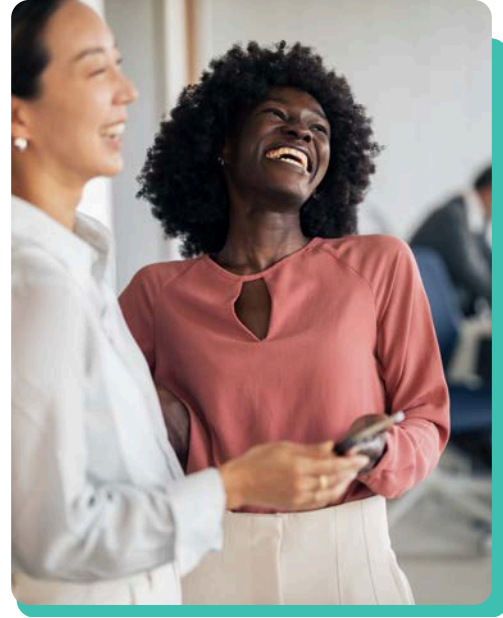
Work can feel all-consuming. At the same time, doing right by your family isn't easy—and when you can't be there, guilt shows up. The good news is that you can improve work and family balance with focus and a little effort.

Consider these work-family balance hacks. **The Carve Out:** Block just 5–15 minutes of fully present time each day. For example, walking a dog together, making tea and chatting, or playing checkers. **Loving Chores:** You must do chores, so invite family—cooking, grocery shopping, or quick yard work. **Love Messages:** When you can't make it to an event, instead leave a note, send a caring text, or record a voice mail. (This also helps reduce guilt.) These are also called “micro-rituals.” Each creates emotional togetherness—that's your goal. Make these hacks a habit.

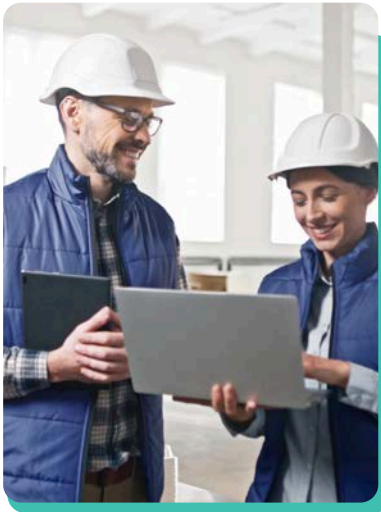


Contagious Energy: Your Mood Matters

Emotional contagion is the process by which people unconsciously absorb and mirror the emotions of others through social interaction and observation. In marketing applications, ads with emotional content are proven to be shared more quickly. Research also shows that emotional states spread faster than information. This has important implications for workplace productivity, team morale, and work climate. Use this knowledge by managing your emotional state, recognizing how it can influence others. Your tone, facial expression, and attitude may affect peers more than you realize. If you practice staying calm and solution-focused, you will positively shape the workplace climate. Also, protect your well-being by appreciating the emotional contagion dynamic. The next time you are exposed to negativity, remind yourself: "This is their stuff, not mine." This prevents you from absorbing others' stress, and like putting your hand in a line of falling dominoes, you become the stopgap interrupting the spread of negativity.



Psychological Safety Rules for Your Team



You'll maximize the productivity, cohesiveness, and creativity of your team if everyone feels psychologically safe.

Psychological safety means you can offer ideas, challenge, or correct without worrying about rejection or ridicule. Use the mnemonic "S.P.E.A.K." and periodically audit your team. **SPEAK** means it is safe to surface problems early without being accused of rocking the boat; push back by disagreeing respectfully without fear of retaliation; expose mistakes openly by admitting when you're wrong; ask "dumb" questions without embarrassment; and kick up ideas without fear of being mocked. Developing psychological safety isn't easy, but with reinforcement, you'll build a more productive team and a better work environment.

Yes, FSEAP Can Do That

Remember, FSEAP can help with concerns you might think aren't serious. A few examples: 1) Interview prep: Trying to get that promotion? Roleplay with the EAP to clarify your strengths, practice responses, and reduce anxiety. You'll be at the top of your game when it's time to meet with decision-makers. 2) Substance use screening: Are you or someone you know concerned about your drinking or drug use? Maybe they're right. Either way, participate in a quick screening. You'll know for sure and what to do next. 3) Chronic low-grade tension with a coworker? It can drain your energy and focus. The EAP will help you learn communication strategies, boundary setting, and conflict resolution skills. Togetherness may follow!

