



BOOK CLUB RECOMMENDATION:

Crucial Conversations: Tools for Talking When Stakes are High

by Patterson, Grenny, *et al.*

Crucial Conversations: Tools for Talking When Stakes Are High focuses on how to navigate high-stakes discussions, those moments when emotions run strong, opinions differ, and outcomes matter.

When people feel threatened, they often either shut down (silence) or become aggressive (violence), both of which derail productive dialogue.

The book offers a practical framework for staying calm, focused, and constructive, including how to:

- **Create psychological safety** so others feel comfortable speaking openly
- **Manage emotions** and avoid reactive behavior
- **Clarify your goals** before and during the conversation
- **Share your perspective** respectfully while inviting others' viewpoints
- **Build a "shared pool of meaning"** to reach better outcomes

This book is especially valuable for:

- **Managers and leaders** navigating team conflict or performance issues
- **Employees** dealing with workplace tension, feedback, or communication breakdowns
- **Anyone who avoids difficult conversations** or struggles to speak up

[Obtain a copy of this book online.](#)

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2026 THRIVE Educational Webinar Schedule



LEAD WITH PURPOSE

You're invited to participate in two engaging webinars designed to support emotional resilience at work and time management.

Mark your calendars and register online!

April Webinar

Mindful Momentum: Managing Time with Intention

 **Date: Tuesday, April 14, 2026**

 **Time: 1:30 PM – 2:00 PM ET**

Explores how mindfulness can transform the way we approach time, shifting from reactive scheduling to intentional planning.

 [Register here](#)



May Webinar

The Habit Loop: Rewiring Your Routine for Success

 **Date: Wednesday, May 13, 2026**

 **Time: 12:30 PM – 1:00 PM ET**

Explore the science behind habit formation using the Habit Loop framework and learn practical tools to help you take control of your habits to boost productivity.

 [Register here](#)



Connect With Us On Social



MEMBER RESOURCES

EAP Services

Support is available 24/7 through National EAP.

If you or someone you know is struggling, call 800-624-2593 or **Contact Us Online** for free, confidential support, counseling, and crisis intervention.

You can also call or text the 988 Suicide & Crisis Lifeline for immediate help.

We offer confidential counseling, stress management resources, and guidance to support emotional wellness, and navigate personal or family health concerns.

THRIVE Webinars

Join our monthly THRIVE educational webinars to level up your life. These webinars are designed to equip you with practical tools, insights, and strategies that support both personal wellbeing and professional success.

Wysa

Download Wysa, our CBT-based mental resilience app that offers AI-powered chatbot, for personalized emotional support, and 150+ self-care tools. This is a safe and supportive mental health resource that is easily accessible online, anonymous, and confidential, but is not a replacement for professional therapy services.

Request EAP Services



Learn about upcoming webinars



Download Wysa



NEAP Member Portal

Your go-to destination for resources that help you navigate challenges, achieve your goals, and thrive personally and professionally.

Members Have Access to:

- **Exclusive Resources:** Access guides, articles, and tools to support your mental health, career, and personal development.
- **On-Demand Seminars:** Learn at your own pace with recorded sessions covering topics like stress management, leadership, and effective communication.
- **Self-Assessments:** Participate in self-guided assessments to better understand your stress levels, communication style, or emotional well-being.

Log In To Your Member Portal



Your company name is your username and password.

Access recorded Online Seminars on:

- 4/21/26: Managing the Juggle: Practical Tips for Multi-Role Success
- 5/19/26: Smart Money Moves: Strengthen Your Financial Know How

Contact us online if you are experiencing difficulty logging in.



SETTING AND ACHIEVING CAREER GOALS

Setting career goals is an important step toward building a meaningful and fulfilling professional life, but knowing how to follow through is just as important. With the right approach and support, you can turn intentions into steady progress.

START WITH SELF-DISCOVERY

Take time to reflect on your strengths, interests, and values. What motivates you? What kind of work feels meaningful? This clarity helps ensure your goals align with what truly matters.

DEFINE CLEAR, REALISTIC GOALS

Use a framework like SMART (Specific, Measurable, Achievable, Relevant, Time-bound) to make goals actionable. Focus on both long-term aspirations and the short-term steps needed to reach them.

CREATE AN ACTION PLAN

Break larger goals into manageable steps. Identify skills you want to build, set timelines, and outline resources that can support your progress.

STAY FLEXIBLE

Career paths are rarely linear. Be open to adjusting your goals as your interests evolve or challenges arise—progress is what matters most.

NEAP MEMBERS - USE YOUR NEAP RESOURCES

Through the NEAP EAP Member Portal, you have access to articles, self-assessments, and tools to support career development and well-being. Additional services like coaching, counseling, and [THRIVE webinars](#) can help you build skills, stay motivated, and navigate change.

Achieving career goals is an ongoing journey. With self-awareness, a clear plan, and the right support, you can create a path that grows with you.

Visit the NEAP EAP Member Portal to explore resources and get started.



A W A R E N E S S

APRIL 2026 AWARENESS: STRESS AWARENESS MONTH

Understanding and Managing Stress

Stress affects everyone, but not everyone experiences it the same way. It's your body's natural response to pressure or change. In small doses, stress can motivate you. But when it becomes constant, it can impact your health, mood, and relationships.

Common signs of stress include:

- Trouble sleeping or concentrating
- Irritability or feeling overwhelmed
- Muscle tension or headaches
- Changes in appetite or energy
- Withdrawing from others

NEAP is here to support you. Don't hesitate to call if you need help.

Members can contact us for confidential, free of charge, and available 24/7.

Expert Tips for a Peaceful Mind

- **Breathe deeply.** Take slow, full breaths throughout the day to calm your body.
- **Relax your muscles.** Release tension in your shoulders, neck, and back.
- **Take a mental vacation.** Picture a peaceful place for a few quiet moments.
- **Practice mindfulness.** Try deep breathing, yoga, or tai chi regularly.
- **Reframe your thoughts.** Replace "I'll never get it all done" with "I can handle what matters most."
- **Let go of control.** Focus on your own responses instead of changing others.
- **Unplug often.** Spend less time on screens and more time doing what you enjoy.
- **Plan ahead.** End your day by listing priorities for tomorrow to clear your mind.



Wysa, our mindfulness solutions app, offers NEAP members an interactive platform that is rooted in cognitive behavioral therapy and is available 24/7. **[Learn about Wysa and download the app!](#)**

