

Frontline Employee

October 2020 A newsletter from the Washington State Employee Assistance Program

Increase Your Resilience by Using the REST Model

Since COVID began, you've probably heard about the importance of increasing your resilience more times than you can count, accompanied by suggested guidance, links and other resources. Maybe just learning about resilience and trying to pick the best thing to do has felt overwhelming! If so, look no further: our state Department of Health (DOH) has recommended this simple tool (with a catchy acronym!) to strengthen your resilience: the REST Model, excerpted below from DOH's comprehensive report [COVID-19 Guidance for Building Resilience in the Workplace](#):



- **Reward:** Reward yourself for a job well done. Build supports into your work. For example, give yourself a break from the patterns and issues you deal with often. Take some time off or even just 15 minutes to do something you enjoy, such as watching a short video, going for a walk, or spending a few minutes doing a mindfulness exercise. Try to avoid rewards that include alcohol or drug use, as this can make job and personal stresses worse.
- **Establish:** Set or establish healthy boundaries. Focus on keeping work at work and leaving it there. When you are off work, stick to that boundary. Do not bring work into your personal time or space. For example, for those who are working at home, this may mean moving work materials into another room or space. Say “no” to a request that conflicts with your boundaries, such as an expectation that you will answer work emails when off duty. Respectfully but firmly stick to set boundaries.
- **Share:** Share your feelings, concerns, and stories. Do not hold things in. Participate in support and professional consultation groups. Consultation groups can provide opportunities to talk about work matters and offer social connection, which improves workplace resilience. Do not avoid talking about things that bother you. Enjoy the small things in life by focusing on spending time with your family or social group. Make time for connections and activities in your life.
- **Trust:** Trust your support network and reach out as needed. Refer people elsewhere if you are too tired or emotionally unable to offer support. Trust that others are willing to help. If the issues seem larger or more serious, reach out for professional consultation and help. Keep a referral list of professional resources, such as your EAP and behavioral health professionals that you can go to when needed.

For additional help with building your resilience, check out [EAP's Self-Care webinar](#) along with other resources on our [COVID-19 Resources page](#). And, to get connected to caring support and guidance tailored to you, don't hesitate to [contact EAP](#), via [online referral](#) or by phone at 1-877-313-4455.

Available EAP Resources:

[Accessing EAP Services](#) | [COVID-19 Resources](#)

[Racism & Mental Health Resources](#) | [Suicide Prevention Resources](#)

ICYMI: Get Your Steps In - Significantly Lower Risk of Death at 8,000 (vs. 4,000) Steps per Day

We've all heard that walking 10,000 steps per day should be our goal, and yet until recently there has been limited evidence to support this figure. But here's some good news: a recent study reported in the Journal of the American Medical Association (JAMA) determined that [greater numbers of steps per day are associated with a significantly lower risk of all-cause mortality](#). Researchers followed 4,840 US adults aged 40 and older who wore an accelerometer for up to 7 days during 2003-2006 and subsequently determined participant mortality through December 2015. A key finding: participants who took 8,000 steps per day, vs. 4,000 steps per day, experienced significantly lower mortality from all causes, as well as lower mortality specifically from cancer and cardiovascular disease. And, more is better: participants who took 12,000 steps (vs. 4,000 steps) per day experienced a further significant decrease in mortality.

Moving your body is vital to your mental and emotional wellbeing. If you're having difficulty fitting exercise into your day or struggling to get motivated, [contact EAP](#) for support and resources to help you move forward.

Upcoming Live Support EAP Webinars:

(New) Leading the Human Side of Change

We are currently experiencing a rapid transformation of the workplace. As a leader, you may find yourself struggling with how to navigate and lead your team through the challenges that can come with change. In this webinar you'll learn about the human side of change, how change impacts you as a leader and your work group, strategies to support your team through change, and what resources are available to support both you and your employees.

- Wednesday, October 28, 2020 2:00pm-3:30pm [Register](#)

How to Build Resilience When Your Job Involves Helping Others in Crisis

This webinar is intended for those who are supporting others in crisis e.g. customers, clients, students, employees/staff. During this webinar you will learn how your mind and body responds to stress, possible impacts on your emotional and physical well-being, strategies to build resilience, and supports and resources available to you.

- Tuesday, October 6, 2020 10:30am-12:00pm [Register](#)

Navigating Change in Challenging Times

In our ever changing world, learning how to navigate change is an essential skill—one that can be developed. In this webinar we'll talk about the impact of change, actions you can take to navigate change based on your unique response to stress, and resources available to support you.

- Thursday, October 1, 2020 1:00pm-2:30pm - [Register](#)
- Thursday, October 22, 2020 2:00pm-3:30pm [Register](#)

Navigating Change Handouts:

- [My Change Plan](#)
- [Self-Care at Work](#)

[See All Live Support Webinars](#)



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