



Employee NEWSLETTER

Employee Assistance Program
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Feeling stuck? Get UNstuck!

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Are you feeling bored? Stagnant? Foggy? STUCK? The term “languishing” has been getting thrown around and refers to the sense of aimlessness and emptiness that many people have been feeling as a result of living through the pandemic. People have been reporting trouble concentrating, a lack of enthusiasm, a joylessness—somewhere in between depression and burnout. The good news is that there are strategies and exercises that can help you move back towards functioning at full capacity!

The first step in addressing this ‘blah’ feeling is recognizing and acknowledging your stuckness. Pay attention to your thoughts, feelings, and behaviors. Does anything seem out of the ordinary for you? Are customers or co-workers complaining about you? Have you been late or absent from work more than typical? Do you feel more agitated or easily frustrated? Consider if you are feeling STUCK in your job and are ready to get UNSTUCK.

Take note that there is a big difference between being stuck and just feeling a bit annoyed. If these feelings of displeasure and indifference are enduring for a long time or you are constantly venting about past incidents, you may be stuck. Once you are able to identify your stuckness, here are five ideas for getting yourself out of that rut:

- **Talk to your supervisor**
Engage in an ongoing process of communication that results in genuine discussion. Rather than simply setting up a 1:1 meeting, try chatting with them about casual topics, exchanging project ideas, or providing feedback. This process of strengthening your relationship with your supervisor can open the door for new opportunities and new projects. Bringing something new to your daily schedule can increase motivation and energy.
- **Set some goals**
Write down 3 short-term goals and 3 long-term goals for yourself, whether it's focused on work, family, relationship, community, or anything that you feel would improve your overall happiness. Remember to keep the short-term goals to something you can achieve in under a month. It's important to find those small wins and allow yourself to celebrate them. This can help to integrate meaning into your daily life and can help with battling that feeling of aimlessness.
- **Make a list of your strengths**
Look at your job description and pull from it all the goals and objectives of your position, writing them down as a list. Then, next to each item, write down the skills that you bring to your job in order to meet that objective. Matching up how your skills lead to meeting your company's goals will help you to articulate your value as an employee and identify where your greatest strengths lie. This activity will help you determine your value to the company and how best to leverage your value to improve the workplace, leading to a more meaningful job.

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- **Reconnect with the WHY at work**
Do you have any skills or strengths that don't match up with a specific goal and you are therefore not making use of it? Think about a new project or responsibility that will allow you to reconnect with your passions and why you are with that company. If you aren't feeling challenged in your position, your likelihood of feeling motivated, happy, and engaged goes down. Use the list you made about job goals and your associated strengths to propose something new to your supervisor and inject some change into your workday.
- **Make micro-actions a daily activity**
Micro-habits are actions that require minimal motivation or effort to complete. Over time, these small changes will compound into remarkable results. Engaging in micro-habits will help you to build momentum required to achieve desired life outcomes. In order to develop a micro-habit, follow these three steps: set your alarm to cue you to perform the activity (or use other reminder strategies), create a meaningful routine that encourages engaging in that behavior, and reward yourself each time to execute the micro-habit. Rather than overwhelm yourself with committing to grand, long-lasting changes, micro-habits remind you to take one step at a time, practice patience, and enjoy the success that comes with gradual change.

A few ideas of micro-habits that can improve your life:

- Every day, pick a small task that you don't want to complete and just do it
- Choose one day a week to spend away from social media
- While eating lunch each day, just focus on eating and don't engage in any other activities (like checking your phone)
- Write down every idea you have (even the silly, unimportant ones)
- Make a goal to read for 10 minutes before bed (make sure the book is on your nightstand as a reminder)

While many things may be out of your control and there are always uncertainties in work and life, take this moment to focus on what you can control. Reflect on your energy level, motivation, and sense of joy. If you notice that you are feeling stagnant and indifferent on a daily basis, choose one or two of these strategies to incorporate into your day. If you find your feet are stuck in the mud, create the change needed to wiggle your way out. It all starts with identifying your stuckness!

Remember First Choice Health EAP is here for you 24/7. Contact us today at 800-777-4114 or on our website at www.firstchoicееap.com to start the conversation.