

EAP REACHING OUT

HELP FOR YOUR FAMILY AND YOU



ADIRONDACK EAP Service to Community

Reaching Out is a publication of Adirondack Employee Assistance Program to provide relevant information you can use. EAP is an employer-sponsored benefit provided at no cost to you and your household members. EAP offers professional, qualified resources to assist you in resolving all types of personal or family related concerns.

All contacts with the EAP are strictly confidential to the fullest degree allowed by law, so your complete privacy is assured.

We always welcome feedback from our members.

518-793-9768

Starting to Exercise When You're Out of Shape

If you haven't exercised in a long time — or ever — starting fresh can feel overwhelming. Motivation fades when the gap between where you are and where you want to be feels too large. Here's the hack: Make your first goal just 10 minutes of easy daily effort, which research shows is enough to gain health benefits. Get to the point where you're putting on exercise shoes with little mental effort. Fact: You're making health gains if you can get this far. Once momentum exists, reward yourself and set rewards for additional mini-milestones — now you have real leverage for change. See your physician for approval first. Hint: Research shows sharing your goal with others will nearly double your chances of success.



Learn more: learningstrategies.com/article-share-your-goals-to-boost-your-success



Better Work-Life Balance with Micro-Moments

Surprisingly, better work-life balance is less about finding more hours in the day than it is about making better use of the minutes you already have. Many employees assume they need vacations, elaborate family activities, or large blocks of free time to feel connected to loved ones. Not true! Small daily interactions often have the greatest impact. A 10-minute conversation over coffee, a short walk with a spouse, a thoughtful text, or completing a chore together can relieve the guilt of not doing "enough." The key is being intentional — finding opportunities and making them happen. Look for naturally occurring moments when paths cross and you'll quickly spot connection opportunities. Consistency is key. You're going to discover how easy meaningful contact actually is rather than waiting for the perfect moment to make a big event happen.



Learn more: Search online for "micro-moments in relationships."

Social Wellness Month

July is Social Wellness Month, building awareness of the importance of quality relationships. Loneliness is a growing concern as damaging to well-being as are other chronic illnesses. It is a worldwide problem linked to increased risk of heart disease, stroke, diabetes, depression, anxiety, dementia, and earlier death. The fix is to increase social engagement and make it a regular part of your life. Do you have friends or relatives who remain isolated? Help them and yourself with this low-pressure approach: Text or call one person this week. Put one recurring social activity on your calendar. Spend time with other people, even if you do not talk much. Repeat weekly until connection becomes a habit. Make avoiding loneliness a life skill you continuously develop.



Learn more: cdc.gov/social-connectedness/risk-factors/index.html

Bullied by the Customer?



Most employees know they should not be verbally abused by customers. However, during difficult encounters, the desire to satisfy the customer can overshadow awareness that their behavior has crossed into mistreatment. Professionalism does not require tolerating personal attacks. A harsh comment or insult can reverberate as you replay the encounter in your mind — a normal stress reaction, but one that keeps the interaction alive long after it ends. Does your work unit have a policy for managing abusive customers? Follow your organization's procedures and involve a supervisor when appropriate. Consider a team approach to developing such a policy, including personal wellness strategies for customer service workers and a role for the employee assistance program, which can help you avoid bringing the customer's behavior home with you.

Learn more:

bates.edu/wp-content/uploads/2024/03/Frontline-De-Escalation-Training-Master-Copy-PDF.pdf

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LIFELINE

Stress Tips from the Field: When Every Priority Is a Priority



Competing demands become stressful when everything feels equally urgent. When several people want something at once, it's easy to feel overwhelmed by juggling every request simultaneously. The results are frustration, distraction, and a growing sense of falling behind. A better approach is to stop managing all demands at once. Instead, identify the next most important task and focus on that alone. Remaining tasks aren't ignored — they're queued for later. This simple shift reduces mental clutter and restores a sense of control. You may not be able to reduce your workload, but you can reduce the feeling of being overwhelmed by it. When priorities compete, remember that not everything can be first. Clarity helps you regain focus, make better decisions, and move forward one task at a time.

Save the Date



Brainstorm 2026

October 16th 10:00 a.m.—1:00 p.m.
Salvation Army
Broad Street, Glens Falls

See Me about Your Performance



A classic cause of workplace anxiety: a note from the boss that says, "Talk to me about your performance." This heart-stopper needs a simple strategy — go prepared and turn it into an opportunity to demonstrate professionalism and self-awareness. Beforehand, take a breath and honestly review your recent work. Identify positives, negatives, and any issues that may have affected your performance. Take the attitude that this is a positive intelligence-gathering event — even if feedback is negative or somewhat unfair. At the meeting, take notes and listen more than you talk. Don't become defensive but instead ask for clarification of anything unclear. Be clear on what's expected going forward. Everything you hear is data — learn from it and use it to your advantage. Afterward, follow through immediately on changes without being reminded. It will be noticed. Check in regularly to show progress and get feedback. Don't wonder what your boss is thinking — ask. Still rattled? Process the experience with your EAP, not coworkers. The EAP offers confidentiality, stress management, objectivity, and a plan going forward.

How Self-Awareness Can Save Your Job



When job performance problems surface, the easy response is to look at external factors—a difficult boss, an unfair workload, coworkers who don't pull their weight. Those factors are often real. But if you consistently struggle, receive critical feedback, or find yourself on a performance improvement plan, you may share a common blind spot: trouble acknowledging your own role in the problem. Attitude, tone, resistance to direction, chronic tardiness, or subtle interpersonal friction can quietly undermine your career while you remain unaware. Self-awareness is not a personality trait; it is a skill to develop. If feedback from more than one supervisor shares a common theme, it's time to look at your own behavior. You can do this. Consider asking a trusted colleague for candid input. Journaling about workplace frustrations is powerful. It will produce insight and point out behaviors, or ways of interacting with others that you can target for healthy change. Turn to your EAP for help. Together, you'll discover how to turn self-awareness into your greatest advantage.

Community Events

Thursday Market and Food Truck Corral

Thursday's through September

4:30 p.m.—8:30 p.m.

The Shirt Factory, 71 Lawrence Street & 21 Cooper Street, Glens Falls, NY

Food trucks and craft vendors will be spread out over the four lots around The Shirt Factory, plus 3 stages of live music, kids activities, lots of seating under tents, and the shops of The Shirt Factory - something for everyone! This is the most fun you'll have eating dinner on a Thursday night. This continues Thursdays through the second Thursday in September

Glens Falls Farmers Market

Saturdays 8:00 a.m.—Noon

57 South Street, Glens Falls, NY

Take a Bite

Wednesday's

5:00 p.m.—7:00 p.m.

Downtown Glens Falls

A Glens Falls summer classic! Favorite local restaurants and eateries offer “small plates,” priced \$1 to \$5, while guests stroll through Downtown enjoying live entertainment and music.

Take a Bite is a great way to explore the great dining scene in Glens Falls and try the newest hot spot or visit an old favorite to see what they're featuring!

See more info: <https://glensfallscollaborative.com/take-a-bite/>

Crandall Public Library has many events throughout the summer for children and adults. Please follow this link to see the events calendar. [Month Calendar | Crandall Public Library](#)

Glens Falls Symphony Summer Pops Concert and Fireworks—America's 250th

Friday, July 3 @ Crandall Park, 598 Glen Street, Glens Falls, NY

Fireworks over Lake George

Friday, July 2, 3, and 4!

9:30 p.m.



Best places to watch:

- Shepard Park
- Lake George Battlefield State Park
- Canada Street
- Beach Road

Where to park & parking tips:

- Parking fills up fast! Come early - prior to 7pm
- Street parking is paid - park at the top of Montcalm Street or McGillis Avenue to avoid parking meters
- Don't try to leave right after the fireworks are over - hang out for awhile and avoid the gridlock

Pack a lawn chair, blanket, and some snacks!