



Office of
Employee Relations
Work-Life Services

FrontLine

Wellness, Productivity, and You!

Employee

1-800-822-0244

www.oer.ny.gov/eap

Build Your Physiological Reserve to Survive Illness



Physiological reserve is your body's ability to tolerate and recover from stress, illness, and injury. The concept becomes increasingly important with age. Although many people focus on preventive care, immunizations, avoiding colds and flu, or preventing pneumonia, it is often low physiological reserve that places them at risk for poor outcomes, including death. Treating an illness with antibiotics, for example, addresses only part of the problem. Even if treatment is successful, the body must still clear infection and inflammation and repair damaged tissue. Someone with a low physiological reserve may not have enough capacity to recover and survive. Do you or someone you care for have enough reserve to fight a serious illness? Building muscle mass, improving cardiovascular and pulmonary capacity, maintaining good nutrition, strengthening immune function, preserving mobility, preventing deconditioning, and supporting mental health all contribute to physiological reserve. Small, consistent gains—not exceptional performance—can significantly improve survival from illnesses that otherwise carry a high risk of fatality.

Learn more: pubmed.ncbi.nlm.nih.gov/articles/PMC10012993

Make Your Medical Visit More Beneficial

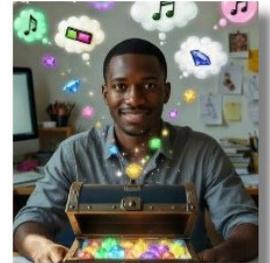
Bring health questions to your doctor to maximize the benefits of a medical exam. It could save your life. For example, forgetting to mention the curious bump under your arm. Ask questions about risk, given your family's medical history, and about genetic tests that can help prevent them. And don't hold back questions you feel squeamish about, like sexual health issues. The bottom line: team with your doctor to maximize wellness.



Make Distractibility a Valuable Trait

Being easily distracted is rarely viewed as a positive workplace trait. However, there can be an upside when distractions consistently lead to creative ideas, new opportunities, or breakthroughs. If your thoughts tend to jump around, don't be too quick to label that a flaw. This pattern is known as productive distractibility. If mental wandering has produced some of your best insights, it may be an asset—especially if you manage it with practical strategies. 1) Jot down sudden insights as your mind wanders so you can return to essential work and revisit ideas later. 2) Schedule brief pauses and step away. Your mind often continues solving problems and generating insights even when you're away from your desk. 3) Create a "captured insight" folder and review ideas periodically to identify those that are worth developing.

Learn more: pubmed.ncbi.nlm.nih.gov/22941876/



Achieve Goals with the EAP's Help

Achieving goals naturally includes circumventing roadblocks and hurdles, but many are personal, like maintaining motivation, overcoming self-doubt, remaining unshaken by failures, staying on track, planning, time management, avoiding procrastination, and overpowering distractions. Your EAP coordinator is the perfect starting point for issues like these that hold you back. Give up the struggle and make contact. Worthwhile achievements rarely come easily, but with assessment, or referral to the right resource you can claim the success you're dreaming about.



When Everything Feels Uncertain



It's normal to feel on edge working in almost any industry these days. Why? Ongoing economic uncertainty, fear of layoffs, artificial intelligence-driven change, and heavy workloads are major stressors, with up to 65% of workers citing job insecurity as a key source of anxiety. There is no magic fix, but proven coping strategies can reduce anxiety, burnout, and harm to well-being. The following strategies build on each other. Test them and see if they make a positive difference. 1) Recognize what you're feeling and verbalize it. Say, "I'm feeling anxious about my job." This breaks avoidance and denial patterns, lowering emotional intensity and facilitating calmer thinking. 2) Act on what you can control. You can't predict employer decisions, but you can start a \$20-a-week emergency fund, update a résumé, or learn a new skill. Small actions restore a sense of control. 3) Do the basics: sleep, exercise, get good nutrition and hydration, and use stress-management skills. 4) Lighten the emotional load by talking with people who offer empathic listening rather than advice. Healing comes from being heard. 5) If worry overwhelms you, write your concerns down, even at night. This offloading through expressive writing calms the mind and limits catastrophizing. 6) Be proactive to avoid helplessness. Counter it by updating skills, networking, researching, and building connections.

Exercise Programs: The Hardest Part Is Starting



Getting motivated for a daily walk can feel impossible at first, but once you complete the first day, the second first step is often the biggest hurdle. Here's how to keep going.

- 1) Identify the win in getting started;
- 2) notice positives on your walk—enjoy surroundings, processing thoughts and problems; and 3) use exercise to fill otherwise empty time before a scheduled commitment, building momentum with rewards, because momentum and a sense of accomplishment make follow-through easier. When the mind struggles between urgency and ought-to, feeling the task necessary but unrewarding. By reframing walking as enjoyable and useful, each step becomes a small victory, reinforcing consistency and turning a challenging habit into a rewarding, sustainable part of your routine.

Flip the Script with Positive Self-Talk

"Self-talk" is how we think and reason. It's the inner voice that influences your mindset and actions. The words or scripts it produces are either positive or negative but are often outside our awareness. With practice, you can take control of self-talk messages, steer them to be positive, overcome negative scripts, and make self-talk a superpower. In moments of adversity, ask yourself "Is my self-talk lifting me up right now or dragging me down?" If it's negative, fight the script. Immediately replace a negative script such as "I can't do this" with a positive script like "This is a big challenge, but I have the innate capacity to learn and grow from this experience." Key: Self-talk isn't about denial; it's about embracing challenges, learning from failures, and anticipating positive outcomes. The payoff for a positive self-talk habit is huge—more resilience, improved well-being, and more effective relationships energy during the day.



Stress Tips from the Field:

Find the Very Next Step

Stress often spikes when the brain tries to solve an entire problem at once. Imagine being asked to explain a severe change with no clear starting point. Anxiety surges as you worry about where to begin, how you'll be judged, or about potential job repercussions. **Stress Tip:** Focus only on the very next step. That step may not involve writing—it could be deciding to sit in a quiet library tomorrow at 9 a.m. to begin. Isolating the next step in any complex problem gives the mind clarity and direction, often leading to a drop in stress. Once you have a starting point, ideas naturally surface and momentum builds, making the problem easier to solve. Next time feeling overwhelmed hits, take a breath, name your next step, and act.

