Apply the key ingredient to build your stamina. You are receiving this email because First Sun EAP services are made available to you by your employer. Please forward this to all leadership in your organization.

Build Your Stamina: Four Pillars of Resiliency for Long-haul Leadership

“A desire to be in charge of our own lives, a need for control, is born in each of us. It is essential to our mental health, and our success, that we take control.”

— Robert F. Bennett
Being a leader implies certain responsibilities. People look to leaders for guidance, direction and support. They expect them to behave and respond in a professional and consistent manner. Juxtapose this against the leader who is burned out and considers the idea of maintaining an even-keel impossible. Her experience is one of being tired, short-tempered, defensive and out of the loop.

How does one maintain energy and bounce back from stress or adversity over the long haul? The answer is by engaging in self-care. Self-care builds self-reliance that contributes to health, emotional agility and resourcefulness. Over time, it helps one develop the tenacity to keep going despite hardship. Check out Dr. Gail Wagnild’s book, True Resilience: Building a Life of Strength, Courage and Meaning. Dr. Wagnild has written an interactive guide that helps you build your resilience “muscle.” She outlines four pillars of resiliency that can change your health, outlook and attitude, leading to a happier life and a long, productive career.

**Pillar One: Take Care of Your Health**
Taking care of your health includes maintaining healthy nutrition, adequate sleep and moderate exercise, along with tending to your mental, emotional and spiritual needs. This is important to resiliency because it increases your energy (both physical and mental) and gives you stamina when you are tired and discouraged.

**Pillar Two: Give and Seek Support from Others**
At the heart of giving and seeking support is acceptance and friendship. There is growing evidence that friendships strengthen immunity and decrease the likelihood of depression. Seeking support from peers, family and friends enhances our ability to understand and come to terms with troublesome matters. Giving support to others may be as important as receiving support. It, too, strengthens overall resilience.

**Pillar Three: Balance Rest, Responsibility and Recreation**
Living a balanced life means no one single aspect of your life dominates your every waking moment. Balance is unique to each of us. It starts with identifying what is most important to us and carving out time to tend to those matters first. Sometimes what is important changes or shifts. The key to balance is to keep focus on what is important and not allow the “fillers” in our lives to become time wasters or energy drainers.

**Pillar Four: Engage Fully**
When we experience professional setbacks or rejection, it is tempting to retreat. Research shows, however, the less engaged we are, the less likely we are able to use good problem-solving skills or choose healthy coping mechanisms. Think about the rejected lover curled on the couch eating a pint of ice cream. The mind has difficulty being stimulated without engagement. Remember Dr. Seuss's character, the Grinch, and Charles Dickens’ character, Ebenezer Scrooge? Only when each character re-engaged in life was he able to regain fulfillment and meaning. Disengagement and loneliness are harmful to our well-being. By staying involved, we remain open to new growth and opportunities.

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1. Self-care is an essential part of a long and successful career. Specifically, developing resiliency can improve your health and overall outlook. Resiliency allows you to have the physical, emotional, spiritual and intellectual energy and stamina to keep going, even when you are tired or discouraged.
2. These four pillars serve as touchstone strategies to turn to during times of stress, hardship or discouragement.
3. By remembering to turn back to these four pillars, eventually one develops the self-care discipline necessary to bounce back and keep moving forward despite roadblocks. Self-care is key in developing a can-do attitude that leads to optimism.
First Sun EAP wants you to feel engaged and energized in your job. Leadership carries with it the weight of others looking to you and in many cases, up to you. If you need support, (Pillar Two, by the way) give us a call. We are available to help you create a resiliency plan of your own. Call on us 24/7/365 at 800-968-8143.

Upcoming Events and Opportunities

**Financial Wellness Webcast**

for HR professionals helping employees reach financial security

We are pleased to announce a bi-monthly financial webcast intended to help human resource professionals shape and strengthen their organization’s wellness program. The webcasts are approximately one hour long.

**Next live event**: Wednesday, September 16, 1:00 p.m – 2:00 p.m. (Eastern time)

**How Much Is Employee Financial Stress Costing Your Organization?**

**Personal Financial Basics**

**Date**: Thursday, September 3 (Sign up today!)

**Eastern Time**: Noon, 5:30 p.m. and 7:30 p.m.

Get started with an introduction to basic money management and debt control. Before participants are ready to invest, many will need to make sure they are using credit wisely and driving down the amount they owe.
to creditors. Personal Financial Basics will provide them with an excellent foundation for getting their financial life in order. They can apply the concepts learned to get out of debt and manage money better in the future to stay financially healthy and begin saving for retirement.

Register Now

Educational Materials for Your Employees

These materials are for your leadership team to distribute to employees. The materials help educate employees and reinforce the message featured in the employee monthly newsletter.

This month features: Blended Families
Please download and distribute.

First Sun Employee Spotlight

Peg McCulloch
Vice President of Corporate Consulting

This month’s employee spotlight is on Peg McCulloch, First Sun EAPs senior vice president of corporate consulting. Peg has been in the EAP industry for 24 years and is committed to the core principles and practices of the employee assistance profession. At First Sun EAP, she leads our team of organizational consultants — the Solutions Team.

The Solutions Team focuses on providing outstanding customer service and developing individualized training and organizational development projects that meet customer goals. Peg is experienced in helping individuals, teams and organizations identify barriers to being as effective as they desire. She is particularly skilled in identifying conflict avoidance and working toward a resolution. As a member of the First Sun EAP leadership team, Peg is interested in encouraging and supporting our own employees to be all they hope to be. Our staff members trust Peg to be a solid sounding board and source of support.

In her personal life, Peg volunteers to teach parenting classes. She has also written a
curriculum on parenting by using logical consequences to motivate children to be self-disciplined. Peg has a passion for children’s literature and loves the outdoors. Her favorite activities are walking and playing golf. What most of us know and love about Peg is that she is truly a people person. She is happiest and most fulfilled when close to her friends, family and church.