



## Support for Employees Amidst Organizational Change

You may be feeling impacted in a variety of ways related to this news of organizational change. The Employee Assistance Program (EAP) wants to remind you of the support and services that are available. We encourage you to consider the guidance below and know the EAP is here to support you during this time.

- It's normal to experience a range of emotions. Common reactions to change include: shock, denial, anger, disappointment, questioning, worry, fear, sadness, or even curiosity or acceptance regarding this news and your ability to cope.
- Give yourself permission to feel and prioritize time to take good care of yourself:
  - Focus on aspects of your life that are going well and that you can control.
  - Engage in safe activities that bring joy.
  - Drink plenty of water, eat nourishing foods, move your body, and get restful sleep.
  - Consider mindfulness, gentle stretching, yoga, deep breathing, or spending time in nature.
- Coping with any change can be difficult. Recognize that your past experiences may impact how you feel about this news. Connect with others you trust who can support you during this time.
- Know the signs of stress and anxiety in yourself. Monitor yourself for a change in energy or activity level, sleeping or eating habits, irritability, alcohol or other drug use, difficulty concentrating, or feelings of excessive worry.
- Reach out for support. The EAP is available to all MCPS employees, their adult household members, and retirees. The EAP provides no-cost and confidential services, including short-term counseling sessions with a licensed mental health professional, wellness workshops, and referrals to community mental health providers for ongoing support. Call the EAP at 240-740-6500 (Monday - Friday from 8:30am - 5:00pm) to schedule an appointment.
  - Visit the [EAP website](#) to learn more.
  - [After-Hours Resources](#)