

EAP & PAP Newsletter

November 2025

Thankful for Gratitude!



As Thanksgiving draws near, it's a good time to pause and reflect on the many blessings that fill our lives. **Gratitude** reminds us to appreciate not only what we have, but also who we share it with. Whether it's the beauty of our islands, the support of our ohana, or the kindness of friends and coworkers, practicing gratitude helps us see the **abundance** around us, even in the smallest things.

Living with gratitude is about more than just saying "thank you." It's about carrying an **awareness** of the good that surrounds us and letting that awareness guide our actions. Gratitude has been shown to reduce stress, improve mood, and strengthen relationships, which are especially meaningful during the holidays. When we take time each day to notice what's going right, we create space for joy and peace to grow.

Thanksgiving gives us a chance to **reconnect** — to share meals, laughter, and stories that remind us of what truly matters. It's easy to get caught up in the rush of cooking, cleaning, and planning. But what's important is the **connection**. Focusing on togetherness, understanding, and appreciation can transform even a simple gathering into a meaningful celebration.

This season, let's choose to live with gratitude—not just on Thanksgiving, but **every day**. Let's notice the good, express appreciation freely, and lift one another up. Whether we're spending the day with family, friends, or coworkers, may our hearts be filled with gratitude for the blessings we enjoy and for the **community** that surrounds us here in the island that we call home.



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Intake Specialist & Office Administrator

7 Tips for a Peaceful Thanksgiving With Ohana

1. **Keep expectations realistic.** Every gathering (and family member!) has its quirks. Try focusing more on the quality time spent together, not perfection.
2. **Plan ahead.** Do your shopping early, chop veggies the night before, or freeze things in advance. Prepping early allows you to enjoy more time with your loved ones.
3. **Stay calm when topics get tough.** Not every disagreement needs a debate. If you feel yourself or your relative getting heated, take a breath, and remember what this day is for. Lead with peace over conflict when you can.
4. **Take time-outs.** Step outside, feel the breeze, or take a short walk if tensions rise. Sometimes the best way to get out of your head is to get out of the house.
5. **Get some support.** Call your EAP for some free counseling. Your ohana that lives with you can utilize this benefit too.
6. **Lead with empathy.** Remember, everyone has their own story and perspective. Try to meet them with understanding and it will get you very far.
7. **Know your limits.** Feeling overwhelmed or like you just can't take it anymore? Feel free to take that space by wrapping things up early if you need to recharge. Chances are: if you're feeling it, so are they.



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Counselors are available across Hawaii.

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Government Shutdown: Ways to Stay Grounded

A government shutdown can bring uncertainty and stress — especially for federal employees, contractors, and their families here in Hawai'i. During a lapse in funding, some services may pause, and workers may face furloughs or delayed pay. Even for those not directly affected, the ripple effects can cause worry or financial strain.



In these times, it's important to take care of yourself and your ohana — both emotionally and financially. Focus on what you can control, and don't hesitate to reach out for support. We are here to help with **FREE** counseling, financial guidance, and wellness resources to help you stay steady until normal operations resume. Remember: this is temporary, and you are not alone.

Here are some tips on how to manage during a government shutdown:

Stay informed. Try not to get sucked into the clickbait. Access your information only through official updates and trusted sources.

Review your budget. Go over credit card & bank statements to see if there are any areas that you can reduce spending. Unsubscribe from any non-essential subscriptions.

Reach out for support. Call your EAP to speak with a financial expert and/or a counselor to go over any concerns. These services are **FREE** and confidential.

Practice self-care. Get rest, eat well, and stay active to manage stress. Any little bit helps.

Financial Well-Being
Navigating a Pay Furlough

How to Get a Free Financial Consultation

- Utilize your financial consultation to learn how to:
 - Replace lost income
 - Manage mortgage and rent concerns
 - Find resources to meet basic needs
 - Prepare for income fluctuations
 - Access community and Government Resources

Ready to transform your financial future?

Each covered employee is entitled to one (1) free 30-minute individualized financial consultation. Call and we will connect you to an expert who can give you education, guidance, suggestions, and support. You have an opportunity to confidentially talk with an individual about your financial situation. We can help you assess the most appropriate way to handle your financial situation. If you seek a second opinion, or if you are looking for more advanced financial insights, or would like a second opinion to feel confident about a particular financial strategy or decision, please consider an EAP financial referral.

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Check out our EAP financial flyer on pay furloughs by clicking [here!](#)

Articles On Our Website

Did you know about all the resources available to you from your EAP's website? Here are a few examples:



WHEN A COWORKER IS LAID OFF OR FURLoughED

When a co-worker is laid off or furloughed, you may grieve or react in certain ways...

[Read More](#)



LONG-TERM CARE PLANNING

There are many issues to think about if caring for your aging parents or infirmed loved ones...

[Read More](#)



MEDITATION FOR WELLNESS

Our lives are full of demands at all different levels. All demands affect us, some to a mild degree, and...

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COPING WITH WORKPLACE CHANGE

Major changes such as downsizing or new management bring about fears because of uncertainty...

[Read More](#)



SIGN UP FOR 52 WEEKS OF WELL-BEING

You can sign up to receive weekly emailed tips for a year that help you build your resiliency. Written by our own Dr. Vali Hawkins-Mitchell...

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(If this is a pdf you may be able to click the links to each article above!)

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Or your PAP website at www.HawaiiPAP.com

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EAP and PAP provide short-term confidential counseling and work/life services, provided to you by your employer, that can assist in identifying and resolving issues that may be interfering with your job or personal life. Access to our experienced counselors and work/life services is available across the Islands and can be contacted by phoning or emailing our Honolulu office.