

# The Continuum Edge

RESOURCES FOR EVERYONE

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## CONTAGIOUS ENERGY: YOUR MOOD MATTERS

Emotional contagion is the process by which people unconsciously absorb and mirror the emotions of others through social interaction and observation. In marketing applications, ads with emotional content are proven to be shared more quickly.

Research also shows that emotional states spread faster than information. This has important implications for workplace productivity, team morale and work climate. Use this knowledge by managing your emotional state, recognizing how it can influence others.



Your tone, facial expression and attitude may affect peers more than you realize. If you practice staying calm and solution-focused, you will positively shape the workplace climate. Also, protect your well-being by appreciating the emotional contagion dynamic.

The next time you are exposed to negativity, remind yourself: “**This is their stuff, not mine.**” This prevents you from absorbing others’ stress, and like putting your hand in a line of falling dominoes, you become the stopgap interrupting the spread of negativity.

## BETTER MANAGE STRESS WITH MINDFUL WALKING

Walking is a great way to manage stress, but many people end up carrying their stress with them while walking. They replay conversations, worry about what’s next, or try to solve work problems. In doing so, they undermine the benefit they are seeking.

**INSTEAD, LEARN THE SKILL OF “MINDFUL WALKING.”**

Mindful walking combines movement with present-moment awareness. This means observing your environment, noticing your senses, and limiting stressful thoughts. This is meditation in motion. In essence, it allows the mind and body to work together rather than cancel each other out, maximizing stress relief. Even a 10–15-minute mindful walk can lower tension, improve focus and refresh productivity.

### HERE'S HOW TO DO IT:

1. Start by noticing your breathing, the rhythm of your steps, and how your body feels.
2. Pay attention to your surroundings — the sounds, sights and air on your skin.
3. When your mind drifts, gently redirect it without judgment.

## DEPRESSION AT WORK

Symptoms of depression are easy to list, but here's behaviorally what it can feel like to help you identify it easier.

**AT WORK:** You're at your desk, but not present. You read the same paragraph repeatedly and retain nothing. Simple decisions feel exhausting. You've felt in the dumps for months, and everything seems flat. You smile when you should, say the right things, but it feels like you're only 80% present.

**AT HOME:** The couch owns you. Screens become a refuge not because they're interesting, but because they require nothing. Dishes pile up. Texts go unanswered. You cancel plans, feel guilty, and that guilt makes everything heavier. You tell yourself you're just tired. Monday comes and nothing has changed — Monday has its own kind of exhaustion. Sleep isn't restful. Appetite shifts.

**AT WORK:** Projects you once cared about collect dust. You do just enough to get by, feeling ashamed as the cycle continues. You know something is wrong. You remember feeling motivated. But knowing doesn't fix it. It's time to call Continuum EAP.

## VAPING PREVENTION RESOURCE A NEW GUIDE FOR PARENTS

Across the United States, roughly 5–6% of minors (middle and high school students) currently use e-cigarettes, according to recent national surveys. That's about 1.6 million youth. In Canada, about 7-8% vape. Research has shown that youth who vape risk chronic nicotine addiction, lung damage, and an increased risk of heart damage and stroke, and later, they're more likely to smoke cigarettes and use marijuana.

New information from the U.S. Drug Enforcement Agency is available to help parents and educators better understand vaping, its harms, and how to prevent and intervene in its use. Access it at [library.samhsa.gov](https://library.samhsa.gov) by searching "Reducing Vaping Among Youth and Young Adults."



## PSYCHOLOGICAL SAFETY RULES FOR YOUR TEAM

You'll maximize the productivity, cohesiveness and creativity of your team if everyone feels psychologically safe. Psychological safety means you can offer ideas, challenge, or correct without worrying about rejection or ridicule. Use the mnemonic "S.P.E.A.K." and periodically audit your team.

SPEAK means it is SAFE to surface problems early without being accused of rocking the boat; push back by disagreeing respectfully without fear of retaliation; expose mistakes openly by admitting when you're wrong; ask "dumb" questions without embarrassment; and kick up ideas without fear of being mocked.

Developing psychological safety isn't easy, but with reinforcement, you'll build a more productive team and a better work environment.