Employee Wellness Toolkit | May 2025  
**Kaiser Plan Members**

**EMAIL ARTICLE**

*Use this copy to create an email or article to include in your regular employee newsletter*

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**Dealing with Difficult Emotions**

Everyone experiences difficult emotions, but how we respond to them can greatly influence our well-being. Research shows that learning to work through uncomfortable feelings can improve emotional intelligence, resilience, and overall mental health.

Here are some strategies to help you deal with difficult emotions:

* **Name What You’re Feeling.** Start by identifying the emotion you’re experiencing. Whether it’s anger, fear, shame, or sadness, giving negative emotions a name helps validate your experience and reduce their intensity.
* **Allow Yourself to Feel.** It’s tempting to ignore or push aside uncomfortable emotions, especially when life feels hectic. But emotions that are suppressed often find their way back. Give yourself permission to sit with your feelings without judgment until they’ve run their course.
* **Pause Before You React.** When emotions run high, we may act impulsively. Take a moment to breathe and reflect before responding. This short pause can help you make decisions that align with your values rather than reacting out of frustration or pain.
* **Use Grounding Techniques.** Try activities that anchor you to the present moment. Deep breathing, a short walk, or focusing on physical sensations (like touching a textured object) can help calm emotional waves.
* **Practice Healthy Expression.** Journaling, creative outlets, or talking with a trusted friend or therapist can help you explore and express your emotions safely. Letting your feelings out in constructive ways can prevent them from becoming overwhelming.
* **Be Patient with Yourself**. It’s okay not to have it all figured out. Emotions don’t always make sense, and healing isn’t linear. Show yourself the same patience you’d offer someone else going through a hard time.

Facing difficult emotions can be a life-long process, but giving yourself the space to understand and navigate them will help you reduce their intensity in the future. With time and practice, you can build an emotional strength that supports you through life’s challenges.

**RESOURCES FROM BHS (enter BHT in employer ID to read)**

[Be a Positive Influence at Work](https://cdn.behavioralhealthsystems.com/wp-content/uploads/20250401103839/BHS-ASSIST-Newsletter-Apr-2025.pdf)

**WEBINAR FROM BHT**

[Understanding and Managing Vicarious Trauma](https://businesshealthtrust.com/webinar/understanding-and-managing-vicarious-trauma/)

**ALWAYS THERE FOR YOU** | Your Mental & Behavioral Health Benefits

Don’t know where to start? **Call Behavioral Health Systems at 888-720-5237** to talk with a trained counselor 24/7, 7 days a week, 365 days a year. Here’s what you need to access the other resources available to you:

* **Kaiser Permanente**: Monday through Friday, 8 a.m. to 5 p.m., call [1-888-287-2680](tel:+1-888-287-2680) to be matched with a mental health specialist in your area or help you find addiction treatment. For help after hours, call t [1-800-297-6877](tel:+1-800-297-6877).
* **Calm App:** The number one app for sleep and meditation – designed to help lower stress, anxiety, and more. [Sign in to kp.org to get started.](https://healthy.kaiserpermanente.org/washington/front-door)
* **Headspace Care (formerly called Ginger):** Text one-on-one with an emotional support coach anytime, anywhere. Support is just a text message away. [Sign in to kp.org to get started.](https://healthy.kaiserpermanente.org/washington/front-door)

**SLACK OR TEXT MESSAGE**

*Use this copy to send a group message to your team through Slack, text, or other messaging platform*

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Here are some strategies to help you deal with difficult emotions:

* **Name What You’re Feeling.** Start by identifying the emotion you’re experiencing whether it’s anger, fear, shame, or sadness.
* **Allow Yourself to Feel.** Suppressed emotions often punish you in other ways. Give yourself permission to sit with your feelings without judgment until they’ve run their course.
* **Pause Before You React:** When emotions run high, we may act impulsively. Take a moment to breathe and reflect before responding.
* **Practice Grounding Techniques:** Deep breathing, a short walk, or focusing on physical sensations can help calm emotional waves.
* **Seek Healthy Expression:** Journaling, creative outlets, or talking with a trusted friend or therapist can help you explore and express your emotions safely.
* **Be Patient with Yourself.** Emotions don’t always make sense, and healing isn’t linear. Show yourself the same patience you’d offer someone else going through a hard time.

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**RESOURCES**

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