

January 2020

EAP NEWS

A worksite newsletter for employees provided by your Employee Assistance Program.



Stopping a Bad Habit in 2020

Try five key principles to maximize chances of success in stopping a bad habit this year. (1) Drop “resolution” and use “commitment” for a stronger sense of promise in reaching your goal. (2) Substitute a good habit for the bad habit. For example, instead of hitting the couch when you arrive home, immediately grab workout clothes and leave to go exercise. This replacement activity reduces the intensity of missing the activity you are giving up.

(3) As you progress, even on the second day, help by sharing with others your energy and plan for success. This reinforces your own commitment to move forward. (4) Meet with someone who will be excited about your goal and cheer you on. Your company’s EAP is an ideal person for this role. 5) Plot, plan, and score your progress, and keep this chart in easy view.

Overcoming Everyday Anxiety

Anxiety happens when we perceive a threat. Fear of running out of gas will cause you to feel anxiety. A notice about downsizing will create anxiety. Everyday anxiety is manageable with three steps: (1) identify the cause when you feel anxious; (2) develop a plan for removing the cause; and (3) the most forgotten step of all—form a contingency plan to cope with the threat if it actually materializes. Implementing this life skill approach to anxiety will usually reduce suffering. Apply it when anxiety strikes, even at night to stop tossing and turning in your sleep. Note that anxiety disorders also exist. Too much anxiety can be debilitating, so if fear, panic, and a feeling of being overwhelmed are gripping you, then talk to the EAP or your health provider.

Deciding to Stop Enabling

Have you decided to stop enabling someone you love who has a serious health or chronic personal problem (for example, an addiction)? Enabling, despite its harm, is nothing to feel ashamed about because it is a natural response to protecting someone you love from the serious consequences of his or her behavior. The key is making the change—switching to healthier and purpose-driven detachment that facilitates your recovery from enabling and may influence change in your loved one. Get support for your decision. It’s a big one that will test your resolve. Counseling and support groups can make it dramatically easier. So, talk to your EAP to discover a self-help group that matches your needs. No other mentoring or teaching format has been shown to produce more rapid and certain change.

Improve the Relationship with Your Boss

Try these “best tips” with your boss to see if they increase the excitement you have about your job: (1) encourage your boss to share knowledge and experience with you; (2) treat your boss like you would your best customer; (3) ask for feedback rather than waiting for it; (4) initiate contact to keep your boss updated on projects you are working on; (5) have no doubts about what your boss expects of you; (6) encourage your boss to delegate responsibility to you; (7) when bringing problems to your boss, include the solution; and 8) inform your boss about problems early so he or she doesn’t make a surprising discovery another way.

Should You See a Therapist?

If sadness, grief, fear, and conflict are common human experiences, when is it time to see a psychotherapist? Consider these four broad sets of circumstances: (1) Fear or powerful emotions that follow traumatic events and relentless worry or intrusive thoughts are creating distress and disrupting otherwise pleasurable activities and experiences. Why go: Constant emotional anguish can contribute to headaches, weight loss, digestive problems, and strain on valued relationships. This can compound the primary issue(s) of concern, thereby causing more harm. (2) Those who care about you start expressing concern about your health and suggest counseling. Why go: Others often see changes in our behavior and demeanor before we recognize them ourselves. However, these individuals may not verbalize concerns immediately and might wait until more acute or repeated symptoms occur. (3) Conflicts with those you love are too frequent and outnumber the positive experiences you once enjoyed. Why go: Frequent conflict builds resentment, which can contribute to a belief that differences are not reconcilable. Conflicts may become more difficult to resolve or resist resolution. (4) You're using alcohol or drugs to cope with stress. This one is a bit tricky because the starting point is not psychotherapy but an assessment by an addiction medical expert or other professional to rule out addictive disease. Why go: Life problems are difficult to resolve when worsened by substance use, which might indicate a primary disease process, not secondary to distressing problems.

Heads Up! Younger Persons Injured More Often

Younger persons are injured on the job more often than older workers. They have less training and experience. They tend to be more hesitant about asking questions. And they take more risks. Younger workers may be given tougher jobs, requiring more strength, and this increases risk of injury. If you are a younger worker, heed these observations. Ask questions, don't take chances, ask for help with tough jobs, and if you forget a piece of safety equipment, turn around and go back to get it.

Election Year Politics and Office Talk

Discussion of election politics can lead to strong feelings and heated arguments. These interchanges at work can affect productivity because they may erode working relationships, alienating workers from each other. Smart tips: (1) Avoid interjecting political commentary, innuendos, allusions, and insinuations into meetings, emails, or official communications. (2) Respect the feelings of those who assert their wish to avoid political discussion at work. (3) Remember the key to avoiding overheated political discussions: Respect the rights of others to have beliefs different from yours.

Bystander to Domestic Abuse

Millions of women are abused each year, and over a thousand are killed by their partners. (Men face abuse too, but those numbers are far smaller.) Recognition and intervention are critical to breaking the cycle of abuse, but the key roadblock is thinking, "This is none of my business." Here's your motivation for a different approach: The sooner the abuse is recognized, the safer the exit can be. It could save a life. The simplest intervention is a friend or coworker recognizing an injury, asking about it, and tactfully not accepting an unconvincing answer. The follow-up statement is, "I'm concerned about you. How did you really get hurt?" Offer to find help, and count on your EAP or community resources for expert guidance on what to do or say next.

(Future written communications may be in English only.)

Guardian, its subsidiaries, agents, and employees do not provide tax, legal, or accounting advice. Consult your tax, legal, or accounting professional regarding your individual situation. Information in FrontLine Employee is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. Add "http://" to source links to follow. Link titles are always case sensitive. "The Guardian Life Insurance Company of America", New York, NY 2019-91598 (12/21) Integrated Behavioral Health, Laguna Niguel, California 92677"

January Webinar



Mindful Meal Planning

In this fun and informative workshop, you will learn how the simple strategies of meal planning can save them time, stress, and money when it comes eating healthy. Topics covered include: Meal Planning Basics, Why Your Freezer is Your Best Friend, Time Saving Food Prep Tips, and Save Money While Eating Healthy.

Log-in any time this month to watch the webinar and ask the expert questions!



College Corner

To avoid stress in the household, the last things parents want is for their student to get accepted to a college, but not be able to afford the bills. Or to have to take on significant debt to finance college. This is **AVOIDABLE!**

Before the college hunt begins, parents and students should be having a discussion outlining realistic expectations. If finances and affordability will play a role in where your student can go, don't delay until after your student has applied, been accepted, then offered a poor financial aid award.

Ask your HR administrator about the services available through your EAP to help plan, and avoid the above scenario. This program will help you find the best education at the best price, lowering your out of pocket expenses, and minimizing college-related debt. It will help you know the expected cost before your student applies. (Something a guidance counselor can't do.)

To arrange your free 15 minute consultation, and see if the program is right for you, go to <https://my.timetrade.com/book/N62GH>.

15 minutes can save you tens of thousands of dollars...per year. Don't spend unnecessary time, effort, or money on a college your student can't attend because of a poor financial aid package.

BHWorkLife.com | 800.386.7055