

July 2019

# EAP NEWS

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



## Saying No at Work— with Style

Saying “no” is a strategy for reducing stress, but keeping workplace relationships positive and your reputation as a team player intact are important considerations in your response. Always avoid the terse “no.”

Attempt to join forces with your requester to find an alternative for the help they need, avoid text or email rejections (go in person to say you aren't available, if possible), and communicate openly that your refusal is not signifying your unwillingness to help in the future. In many instances, we say no to requests because we simply don't want to do what's being requested. In such cases, try to avoid the “let me get back to you after checking my calendar...” This avoidance technique keeps hope alive that you will accept the task, and can make for a bigger let down later when you say no.

### Feeling Bullied, But Not Sure

If you're bullied at work but unsure about how to respond, questioning your reaction, or wondering whether you should do anything about it, talk with a counselor or visit your EAP. These intermediary steps can help you get clarity so you can follow the procedures your organization wants you to take. U.S. Centers for Disease Control reports that bullied employees have mental health costs twice that of non-bullied employees. That's a strong business case for employers, who are now taking a stronger stance on workplace bullying and interventions. Don't suffer in silence. Use resources that can help you get the positive workplace you deserve. Source: <https://journals.lww.com/joem> [“mental health bullying”]

### World Health Organization: Burn-out Recognized as Health Condition

The World Health Organization (WHO) now recognizes “burn-out” as a genuine health condition in its International Classification of Diseases. Its definition: “A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.” The syndrome is characterized by three dimensions: “1) feelings of energy depletion or exhaustion; 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and 3) reduced professional efficacy.” Sound familiar? If so, talk with your organization's employee assistance program.

## Can't Out-Train a Bad Diet

Awesome, you've decided to get healthier by exercising more and training for improved fitness, but wait, are you changing your diet? A common misconception is that exercise can out-train a bad diet. If you are still eating high-calorie foods, fats, and prepared foods, and hitting restaurant buffets, you are fighting a losing battle. You might feel a bit less guilt about your diet, but even a daily two-mile jog can't put a dent in a bad diet. The opposite is also true. A diet without enough carbs or calories can cause you to lose muscle rather than burn fat for the energy needed in your exercise program. So what's the solution? Talk to your doctor about exercise. Get a referral for nutritional guidance. Your health provider may only recommend a great book. Perhaps an experienced nutritionist is better. Either way, overlooking diet as you seek improved health will place you at risk for giving up on the new life habit of building a better you.



## Dare to Feel Good All Day

Start the morning by completing an important task that you would normally procrastinate about doing—while it weighs on your mind all day. This approach to work management takes practice because it does not conform to the way your mind likes to work, which is to postpone the pain. It is a success secret used by many productivity pros to reduce burnout and accomplish more. The technique allows you to escape the gnawing sensation of what you know you eventually must do. You will enjoy your job more, and it could make the rest of the day feel like a breeze.

## Helping a Friend Who Has an Eating Disorder

Like those with other health conditions, eating disorder sufferers often seek treatment with the encouragement of loved ones. Are you concerned about someone's relationship with food, their body image, or behaviors that indicate the likelihood of an eating disorder? There are tips recommended by the National Eating Disorders Association for helping a person you care about. You'll find them at [www.nationaleatingdisorders.org](http://www.nationaleatingdisorders.org). The first and most important recommendation is to learn as much as possible about eating disorders. Skipping this step is why many interventions and discussions focused on convincing someone to get help—for any behavioral/health problem—end in disappointment. Why? When you have accurate information, your responses to any naturally defensive statements are more effective, educational, and helpful. This facilitates your loved one's ability to self-diagnose. Shame and stigma reduce quickly. Less defensiveness is observed, emotions may be calmer, your loved one is likely to listen more readily, and the acceptance of help is more likely. Beyond this key step, rehearse what you want to say. Set a private time and place to talk. Be honest, direct, and use "I" statements, not accusations (i.e., "I have noticed..." vs. "You must/need to..."). Learn more and learn how to prepare better at [www.nationaleatingdisorders.org](http://www.nationaleatingdisorders.org).

## Journaling for Maximum Impact

If you keep a daily personal journal, you already know that it helps you focus on goals and directs your thoughts and intentions toward dreams and desires. The positive outcomes that appear in your life are the result of focus. If you don't keep a journal now, try a journaling experiment to see if this exercise has payoffs for you. Journal in the morning or after taking a 30-minute break from work. Don't journal while watching television or alongside other distractions. You can also journal after taking a walk, a drive, or perhaps after working out. This time gap puts you in a more creative mindset. Journal four things—and try to do this daily—your ideas and sudden insights; positive statements that you will achieve your goals, plans, and strategies; and thanks and acknowledgements for positive outcomes you are experiencing.

## Mismanaging Your Anger

Do you struggle to keep your anger under control by attempting to suppress your thoughts at temper-triggering events? Suppression—consciously attempting to tamp down or block troubling thoughts is a natural defense mechanism, but it is not very efficient when solely used as an anger management strategy. In fact, it could contribute to a more explosive response of anger. You're missing two additional parts—learning healthy expression (talking about your feelings) and intervention skills—exercises that when practiced regularly retrain how you respond to anger cues. Talk to your EAP or a professional counselor, get a referral to the help you need, and experience the relief and satisfaction that come with feeling in control of how you respond to common life stressors and events.



## Uncovering Unconscious Beliefs

We all have unconscious beliefs or preconceived ideas. While this is normal, it's important to recognize that they can negatively impact our behavior and relationships, on both a personal and professional level. During this session, we'll show you how to tune in and bring these unconscious beliefs to the surface so that they don't get in your way. Awareness is key to setting yourself up for success.

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



## IBH's College Corner

Parents of sophomores, juniors, and **RISING SENIORS...ATTENTION!!!** If you are concerned about the high cost of college, or college related debt...**READ ON!**

Many families won't apply to a college simply based on a high "Sticker Price", thinking it's unaffordable. Did you know that many "expensive" private colleges will end up costing less than "in-state" public schools? To compete for students, "expensive" schools must provide **discounts**. Public schools cannot.

For the 2018-19 freshman class, the discount rate reached 52.2%...more than \$62 Billion in free money was given out. If you **CHOOSE** the right school (based on a variety of factors), you should **expect** to pay, at most, half-price!

How will you know which schools to target? This process takes **expertise** and time. **The potential cost of picking the wrong school...tens of thousands of dollars per year!** Are you willing to risk that?

Want the best college education at the best price? Want to lower or eliminate college related debt? Are you stressed about the cost of college? We can help.

To play off a well-known commercial slogan...**imagine if 15 minutes can save you 50% off your college bills.** Call the EAP to arrange your free 15 minute College Planning Consultation.