

Workplace Employee

November 2016

Testimonials

Here are some quotes from employees who recently called on CONCERN for a Counseling Consultation:

"Incredibly helpful, welcoming approach. My counselor is very helpful – a great recommendation."

"Everyone involved listened and was sensitive to my needs."

"This is a huge help and all I can say is thank you. Everyone has been amazing!"

"Everyone was so friendly and helpful. It made me feel like it mattered. Also the timeliness was great."



Tips for Success

Eight Keys to De-stressing

De-stressing is taking action to reduce the impact of stress following a period of continual tension, typically associated with being at work. There are many ways to de-stress, but combining different de-stressing goals simultaneously or in sequence may have a beneficial and compounding effect. See how many of these eight "de-stress dimensions" you can experience at the end of your day.

1) **Get physical**—participate in aerobic exercise. 2) **Socialize** with others who share the same stress. 3) **Journal**—write down your thoughts/successes for the day in a journal. 4) **Enjoy humor**—watch a funny movie. 5) **Get fresh air**. 6) **Practice affirmations**—stress is often accompanied by negative self-talk. Identify what these messages are and overpower them with the positive. 7) **Meditate**—meditation is a skill that promotes relaxation and builds internal energy. 8) **Create physical change**—rearrange a room, complete a chore, fix a doorknob, or make a small improvement in your immediate surroundings.

Visit the **CONCERN Resilience Hub** for more stress management ideas at <http://www.concernresiliencehub.com/>

Soft Skills to Know: Demonstrating Confidence

Showing confidence communicates the certainty of your positions and decisions, and the reliability of outcomes you say will appear. Confidence is a leadership quality and a soft skill that can help you achieve goals. Exhibiting confidence is not a sign of arrogance or the inability to accept feedback. The power of confidence means other key traits likely exist. These include high self-esteem, the willingness to take risks, the ability to achieve goals, resilience, and knowing how to meet challenges with a "can do" attitude. To build your confidence, seek to remove negative influences in your life that undermine it. These influences can be subtle like negative self-talk, unsupportive people, or even your immediate work environment (e.g., desk clutter, disorganization). And of course, do your best to earn confidence in yourself!

Inspiring Young Entrepreneurs

Spark your child's interest in entrepreneurship with exposure to small self-employment ideas like a lemonade stand, small e-commerce website, or other retail concept. When your child wanders into your home office, don't shoo them off, but instead provide an easy task with a pleasing result so they make the connection between effort and outcome. Model positivity and excitement about self-employment, and you'll generate stickiness the foundation for entrepreneurship. **To learn more, take a look at Emmanuel Modu's "The Lemonade Stand." You can find similar books online.**

Valuing Special-Needs Employees

“Disability inclusiveness” describes a workplace that responds fully to the needs of disabled workers, allowing them to maximize their capabilities to the same extent as other employees. This includes removing employee attitude barriers associated with bias. Thinking a disabled worker won’t work as hard and will experience more absenteeism are examples of biases rooted in myths. To overcome bias: 1) Increase personal education and awareness about disabilities. YouTube has many videos on overcoming bias, with some highly impactful. 2) Avoid defining a coworker by the disability—see the person, not the disability. 3) Learn disability etiquette. Download an article on disability etiquette at the link below. It discusses a dozen or so disabilities. Reading it will help you become a disability inclusiveness pro.

Source: www.unitedspinal.org/pdf/DisabilityEtiquette.pdf

Holiday Stress: Trim the Trimmings This Year

Are there chores, events, or activities that you can remove from your holiday checklist this year, thereby reducing your stress? If expectations from family and friends pin the success of the season on you every year, it may be time to take care yourself by reducing the level of magnificence you are accustomed to delivering. Eliminating even one event or simplifying gifts for distant relationships can reduce the sensation of feeling overwhelmed. Examine the checklist that is beginning to form, and give yourself the gift of less. Move some of your “must haves” to the “nice to have” column, and discover whether trimming the trimmings has you enjoying the season more.

Helping an Alcoholic Family Member

Alcoholism has existed for thousands of years, as has advice for family members seeking help for an alcoholic in the home. This help has come from friends, coworkers, next-door neighbors, professionals, clergy, self-help groups, and books. Although much advice is misguided, there is a common dynamic for successful intervention—insisting the alcoholic accept responsibility for getting help, and not making him or her feel guilty for having the disease. The better approach emphasizes using every

crisis as an opportunity to motivate the addict to accept help. In contrast, the “guilt or shame” approach concerns itself with controlling the addict, dispensing blame, and monitoring the time, amount, and place of drinking with the hope that fears of failure will motivate the alcoholic into exercising more willpower. The American Medical Association proclaimed alcoholism a chronic disease nearly 60 years ago. So did the World Health Organization. If you struggle with accepting the chronic disease model, you likewise will struggle to make this revolutionary shift from guilt to insistence on treatment. The guilt approach makes you a watcher, controller, and enabler. The accountability for treatment makes getting help non-negotiable. Helping an alcoholic requires the right mind-set—the one derived from understanding alcoholism as an illness without reservation.

Helping Victims of Domestic Violence

Stigma causes many people to hide their domestic violence victimization. It also causes others to remain silent in order to protect the victim, even if they are in the best position to help. Helping a domestic abuse victim starts with acknowledgement—saying that you sense something is wrong, and what you believe it might be. Victims of domestic violence often struggle with other problems like parenting issues, money problems, anxiety, fear, job insecurity, and health concerns. A nonjudgmental, empathetic listening ear can have a powerful and healing impact that begins the process of allowing next steps to follow. These may be legal or community protection measures. Do you know someone who might be a victim of domestic abuse? You could be the first person she (or he) opens up to about it. Still unsure what to do? Phone a domestic abuse hotline. There’s one for your area. Or contact the National Domestic Abuse Hotline, <http://www.thehotline.org> or 1-800-799-SAFE (7233). Help is available in over 170 languages. All calls are confidential and anonymous.

Employees and eligible dependents can request CONCERN: EAP counseling and work/life services 24/7 by calling or visiting our website.

Call: 800.344.4222
www.concern-eap.com