

Workplace Employee

August 2017

Testimonials

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

"The EAP staff was very polite and attentive. Once in contact with my counselor, she was very helpful. I appreciate our time."

"Quick & efficient response time and follow up. Easy to connect and start services. The CONCERN staff is always very friendly."

"The initial phone consultation with a clinical manager was great-- I didn't even know this type of service existed. Follow up sessions with my counselor have also been great."

"My counselor was great! Felt at ease with her from the first visit. She was very helpful!"



Tips for Success

Tips for Better Mental Hygiene

Mental hygiene is the practice of using techniques, strategies, and good thinking habits to help prevent harm to mental health and maximize a positive outlook for your life. Mental hygiene is more than practicing positive thinking, just like oral hygiene is more than brushing your teeth. Personal problems that linger despite attempts to resolve them are an opportunity to use professional counselors or helpful resources to examine goals, relationship stress, self-talk patterns, diet, sleep, and conflict resolution or stress management strategies. And the additional benefit of professional help is learning more about mental hygiene to prevent similar or related problems going forward. Don't struggle with lingering problems. Instead, take a path of discovery where solutions are accompanied by new ways of applying good mental hygiene needed to overcome roadblocks, fears, and frustrations in your pursuit of happiness.

Weight Gain and Heart Health

Modest weight gains can cause dangerous changes to the heart while small amounts of weight loss can improve the heart's condition, say researchers at UT Southwestern Medical Center. The study found that increasing your weight by as little as 5 percent can result in a damaging remodeling of the heart. That's the equivalent of a 6.5-pound gain for a 130-pound woman or about a 7.5-pound gain for a 150-pound man. The good news from the study is that even small amounts of weight loss can improve the condition of the heart, even for those who were not overweight. Caution: Although it is important to understand the impact of weight gain on the heart, attempting to lose weight in unhealthy ways can have an even worse effect. For example, eating disorders are a known cause of heart valve damage. **Source:** www.utsouthwestern.edu [Search: "small weight gain bad"]

What Willingness to Learn Says about You

You may have hard-fought education and training in one area of work, but if you are not communicating a strong sense of willingness to learn new skills, you may be overlooking opportunities and a critical way to engage with your employer in the modern era. Willingness and a desire to learn demonstrate your motivation for personal improvement and achievement. Your willingness and desire to learn a soft skill that employers value says a lot about you. Employers look for potential, capability, and the ability to adapt to change. Desire for a new challenge communicates it all.

The Work Addiction Scale

Workaholism is not an officially recognized disease process, but those who work too much are more prone to depression and anxiety disorders, and these

are real treatable illnesses. Examining your work pattern can motivate you to find more balance. You can then discover whether the changes you want are too difficult to maintain. This can help you decide the next step—seeking counseling or support from CONCERN or another counseling resource. Start with a screening tool called the Bergen Work Addiction Scale. Published research from the U.S. National Institutes of Health shows the online measurement tool as reliable for its purpose.

Source: Google search “Bergen Work Addiction Scale”

Parenting against Fake IDs

Research shows between 12 percent and 32 percent of college freshmen and sophomores own fake IDs. Those who are members of fraternities and sororities have the highest use of fake IDs. A direct correlation exists between young adults with fake IDs and the likelihood of binge drinking and getting arrested. If you are a parent offering guidance to your student heading off to college, these tips on a firm discussion centered on disapproval may be helpful: **1)** Read the sourced information below. Links to similar studies are also there. Equip yourself with facts about the hazardous practice of purchasing a fake ID. **2)** Understand the laws in the state, the rules, and the penalties on the college campus where your student is attending. **3)** Do not think that your parental insistence against purchasing a fake ID will fall on deaf ears.

Research shows that teens listen to parents more than the parents realize, and they follow parental demands far more than expected, despite how it may appear. **4)** Follow the money. If you’re helping with expenses, you have the right to know where the money has gone. **5)** Don’t be afraid to keep tabs on your child. Over time, troubled kids will find other friends who don’t have so much parental involvement. **6)** Don’t turn a blind eye to underage drinking. Under age 21, it is an illegal activity. **Source:**

<https://www.ncbi.nlm.nih.gov> [Search PMC2711502]

Best Back-to-School Tips

Getting kids back to school and on a new schedule can be a tug of war without a little preparation. Here are some tips that stand the test of time: **1)** For the nervous

youngster facing a new school or grade, walk through the schedule one week before school begins, visit classrooms, and get a lay of the land to reduce anxiety. **2)** If the school offers a pre-start, back-to-school night, attend it. **3)** Beginning a week before the start of school, test sleeping routines by having everyone in the family practice going to bed and getting up at the expected hour. **4)** Create a chart or to-do list of both the morning and the evening routines so young ones grasp the importance of self-management and independence.

Detachment: The Decision to Let Go

Are you facing the loss of a close relationship, deciding it’s now time to let go and end the pain and conflict associated with it? You may want to consider counseling support for this journey. The challenge of ending an unhealthy or toxic relationship often includes a cycle of holding on, letting go, retrieval, and the hope of one last try, followed by an even bigger letdown. You may face grief-like reactions such as denial, anger, and depression before acceptance. Counseling can help you weather this storm, help keep you grounded, and challenge you to find the healthier path you really want.

Creating a Life Plan

Your life will happen one way or another, so it’s a good idea to take charge of its direction, and a life plan is the way to do it. Thousands of books discuss how to create a life plan. No matter your age, the purpose of a life plan is to capitalize on opportunities and avoid regrets. A life plan can be written for a month at a time or drafted to incorporate many years. Life plans help you maximize and prioritize possibilities, and they separate the possible from the improbable. (You probably don’t have the resources to visit the moon someday, so a plan will keep you pursuing dreams that are still realistic.) The future is coming, and with it the realities you will face. A plan can help you navigate these challenges with your happiness remaining intact. So, where are you heading?

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