

Workplace Employee

May 2018

Testimonials

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

"The best part about this is the fact that you all stay out of the way and let people get services. I LOVE the lack of paperwork and needless management by EAP. Thank you!!!"

"I needed help and didn't know where to even begin. The very first time I called, the person I spoke with was so supportive and comforting. He really made me feel like I was doing the right thing."

"It has been a great experience for me from the beginning. I had no idea so much help was available. All good!"



Tips for Success

May is Mental Health Awareness Month — Mental Wellbeing: It's Good for Your Mind and Body

Mental and physical wellness are equally important and inextricably connected. One simply does not exist without the other. Modern behavioral and health sciences have shed new light on that connection, exposing just how much our mental and physical health depend on each other. Though we are generally aware of how important it is to stay physically fit, we don't always give our mental health the same attention. But, we can and should take the same proactive approach to mental wellness that we do to physical health. Being mentally fit doesn't mean a life absent of bad times, disappointments, or emotional hardships. Challenges and rough patches are normal, and sometimes even helpful. Rather, it's about learning how to cope with sadness, anxiety, and stress, and growing stronger from the experience. Just as physically resilient people can bounce back faster from bodily injury, the mentally resilient can more readily recover from setbacks and emotional pain. Want to learn more? Check out CONCERN's **Mental Wellness Resource Center** at employees.concern-eap.com/mentalhealth where you'll find everyday approaches to help build resilience and positively influence your physical and mental wellbeing.

Should You Get Up Earlier?

You may hear time management gurus insist that getting up at 5 a.m. amounts to secret sauce for increasing personal productivity. Proponents of morning solitude argue that this time of day allows you to focus better on key issues, take advantage of your best mental state, and achieve more as you make key decisions before the distractions of the day begin. Author Robin Sharma, a productivity coach, calls this "the 5 a.m. club." Launching yourself before the rest of world awakens may have advantages, but here's a tip—experiment first with getting up 15 minutes earlier than usual. You may discover magic in that small amount of time and get all the benefits of an early riser. If desired, add more time. Decide what you will do with these golden minutes or hours; otherwise, you may find yourself heading back to bed.

Gardening and Stress Management

Whether it is one square foot or half of a backyard, gardening is a known stress reliever. Some vegetables are easy to grow and nearly impossible to flub, like green bush beans. With a few seeds, a tiny garden space can give you a healthy distraction, the surprise of sprouts, a bit of entertainment, some amazement and wonder, a healthy food, a positive experience in a hectic day, a goal to achieve, something to nurture, and something to share—all for a buck! It's spring, go for it. Resource: ydr.com [Search "gardening stress"].

The Relationship Between Stress & Risk

Does emotional stress increase your chances of being in an automobile accident? In fact, some research has shown that certain types of stress increase your risk more than others. The highest likelihood of an automobile accident has been associated with marital separation or divorce, a child leaving home, and a hospitalized partner. Positive stress associated with a large purchase or a raise at work can also increase risk. What's the takeaway? Emotional driving is distracted driving and it's unhealthy for everyone! When negative emotions linger, considering managing them with professional counseling. It could be a safety issue. Source: [researchgate.net](https://www.researchgate.net) [Search "emotional stress and traffic accidents"]].

How Complacency Increases Risk

Complacency is the number one cause of workplace accidents! Complacency is defined as "self-satisfaction especially when accompanied by unawareness of actual dangers" (Merriam-Webster). When you perform the same task repeatedly that requires alertness—without incident—you risk experiencing complacency. Dismissal of safety steps follows. For example, instead of walking the long way around a dump truck, you short-cut it across the back while it dumps its load, tragically on you. Practice remaining conscious of safety rules; make them part of who you are as an employee. Complacency and alertness are opposites. You can't be both at the same time. Learn more: [ohsonline.com](https://www.ohsonline.com) [Search complacency"]].

Communicating with Millennials for Peak Productivity

A lot of business literature focuses on how to communicate with millennials. Do you know that 70% of millennials prefer digital communication to any other type? Workplace tips: When giving assignments, include "the why." Millennials are less motivated by simply being told, "do it." Team skills, challenges, less fear of change, applying tech to problems, high energy, finding the answer, and pushing the limits of discovery—these

are strengths and values of millennials. Consider these attributes when needing to boost productivity. Don't pit older workers against millennials and avoid an "us vs. them" work climate. To learn more, see the book "Millennials in the Workplace" by Justin Sachs.

Use Caution with Mental Health Apps

You can easily download hundreds of mental health apps on your phone—stress, anxiety, depression, staying happy—it's endless. More of these apps pop up each day, and the 2018 "best of" list is already out. But hold the phone! Before you start matching an app to the mental health problem you believe affects you, talk with a professional counselor to help you gain a fuller understanding of what help—if any—you can benefit from, online or not. Symptoms of mental problems may be plainly visible to you and/or others, but the causes of those symptoms may be an entirely different problem that is less visible or understood. A professional assessment will give you more confidence, and you're likely to find more successful help for the problem you face.

Update on E-Cigarettes: Time to Escape the Vape?

More teens now use e-cigarettes than smoke tobacco. (Use of and sales to minors of either is illegal.) E-cigarettes are not as toxic as tobacco, but researchers are discovering unintended consequences of these devices. For example, e-cigarettes can be abused to get a stronger hit by manipulating the device. The practice is growing. Another unintended consequence is younger children using e-cigarettes, and turning to real tobacco later, because these devices are only about 50% as satisfying as real tobacco. If teens start using e-cigarettes, they are seven times more likely six months later to be smoking tobacco than teens who have not tried either. Nicotine in any form is a highly addictive drug. A new study of some e-cigarette products found the vapor contains known carcinogens and toxic chemicals. Myth debunked: There are seven FDA-approved aids to quit tobacco—e-cigarettes are not one of them. Source: [drugabuse.gov](https://www.drugabuse.gov) [Search "e-cigarettes"].

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
employees.concern-eap.com