

Workplace Employee

July 2018

Testimonials

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

"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 was so easy to go through this program. It made a tremendous difference in my life and I am very thankful for that."

"I really appreciated that I was able to quickly get the help and guidance that I needed without any hassle."



Tips for Success Benefits of Social Support

Social support is the physical and emotional comfort given to us by family, friends, coworkers, and other trusted people in our lives. Studies show that social support contributes to greater emotional and physical wellbeing – and it promotes resiliency, the ability to bounce back from life's challenges and move forward in a positive and adaptive way. Relationships that create affection and trust help bolster a person's resilience. How often do you turn to a friend or coworker when the going gets rough? Sometimes the best support comes from the people we are closest to. While you don't need a vast network to benefit from social support, if you would like to be more connected, here are a few tips: Make a list of family and friends who are supportive and positive. Reach out to them. Be open and honest in your communication and don't forget to listen. Follow your interests to connect with others who share your pursuits. Ask for help if you feel anxious about social interactions. Talking with a professional can help boost your confidence, or go to Concern's Mental Wellness Resource Center where you'll find everyday approaches to develop resilience and positively influence your physical and mental wellbeing: <https://employees.concern-eap.com/mentalhealth>.

Conflict Resolution at Work Translates into More Productivity and Increased Trust

One of the biggest demotivators at work is conflict between yourself and a coworker. Although conflict cannot be avoided, it can be managed. The most straightforward approach might be communicating directly with the person you are having challenges with before taking it to management. Conversely, engaging with someone who is consistently aggressive or volatile could be unsafe, and most likely should be escalated. For most occurrences, however, best practice is to speak with your colleague in a safe, neutral location. Agree to some ground rules such as no yelling, no blaming, no finger pointing and no swearing. Agree to respect each other and speak clearly while the other listens and then reverse roles. Most importantly when you speak, stay focused on using the pronoun "I" rather than "You." For example, say: *I feel ... I hope ... I wonder ... I need* Avoid saying: *You this ... You that ... You always ...* These healthy communication habits translate to a more engaged and trusting work environment and can help with family relationships as well. Practice makes perfect. Give it a try.

Do You Need a Decision Tree to Make a Decision?

The answer is no, however, it is important to make *informed* decisions. People spend their entire lives avoiding or making decisions, worrying about making the wrong decision (analysis/paralysis), or making them without forethought resulting in self-doubt, blame and shame for years. For more successful, informed decision making, follow these steps: 1) Decide to start working on the decision. 2) Get focused; create a plan with a deadline for action. 3) Gather data from professionals (lawyers, doctors, financial advisors, for example). 4) After you have analyzed the pros and cons of your options, sit with each scenario and see how it feels for you. Is it positive, negative, exciting, or boring? 6) Make the decision. 7) After having made the decision, evaluate the consequences outcome, and effects. 8) If needed, make adjustments.

What Happened to Your Great Idea?

Chances are good that sometime in the past you had an amazing idea but didn't act on it. Did you talk yourself out of it? Did you second guess yourself? Did you decide that no one would find it worthy? Next time an amazing idea strikes, remember that you are accessing both your Left Brain (feelings, visualization, imagination, intuition, holistic thinking, artistic) and your Right Brain (words, sequencing, linear thinking, math, facts, logic). Those wonderful ideas are your Inner Genius in action. Trust it, honor it and give it a voice. You might be surprised by the positive feedback you get from others. The negative elements that deter us from accessing that Inner Genius are multilayered. Does it keep happening over and over. Do you find yourself with starts and stops, but mostly stops? Perhaps it's time to pay more attention to those moments and do something instead of talking yourself out of taking action. Write down your idea and share it with someone. Practice reaching out to others. Sometimes, it's just a matter of getting out of our own way.

Chronic Pain at Work

Are you dealing with chronic pain? Do you work with someone who is? Chronic pain is very real and often-times misunderstood by professionals and even by those who suffer from it. Whether the cause is from a medical condition, previous injury, aging, genetic predisposition, or something else, it can negatively impact the individual's quality of life. Chronic pain can lead to depression or depressive-like symptoms. Rather than filter someone else's level of motivation by their demeanor or lack of movement, take a second look. These are probably the same coworkers who are working extra hard to prove themselves viable, productive and strong team members.

When is a Loved One Ready for Treatment?

Addiction affects everyone. But often the most severely impacted are those who love someone struggling with addiction. It's not easy watching that person in denial, or hear them making promises that they'll change and they don't. You spend money on programs, counseling and professional help, but they snap back to their addiction like an overstretched rubber band. Regardless of the type of addiction—drug or alcohol abuse, eating disorder, gambling—only the person with the disorder can commit to recovery. Sometimes a dramatic lifestyle change can be a wake up call. In that moment of shame, fear, or confusion, when they realize what they have been doing to cope is no longer working and has now become a crisis—relationship (divorce), legal (DUI), lifestyle (loss of job), or medical (physical illness)—it's time to intervene with a concrete plan, such as a recovery program, detox or counseling. Help if they are ready. They may express willingness by saying “I need help.” If they refuse, that doesn't mean you can't get assistance yourself. Consider a support group or counseling with a professional. Learning more about addiction can also help you understand what your loved one is going through.

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