



CONCERN:EAP

Healthy & Resilient You



Whether it's random interruptions, high pressure projects, or even a big promotion – chances are you may be feeling some level of stress at work, and that may be a good thing. One of the biggest misconceptions is that stress is bad and must be eliminated from all aspects of your work life.

Stress, or should we say, the act of overcoming stress, builds resilience. Just like lifting weights in the gym, controlling stress can give you a sense of strength, confidence, and peace of mind. Focusing on being resilient will help you:

- ✓ Develop a healthy sense of control
- ✓ See change as a welcome challenge or opportunity
- ✓ Be optimistic
- ✓ Develop a strong sense of purpose



This month, CONCERN provides techniques for rethinking stressors, reframing your perspective, and leveraging your sphere of influence to build your resiliency. **When you build resiliency, you'll be able to more easily overcome every workplace challenge.**

Rethinking Stressors: The Silver Lining

One of the most important steps on the path to resiliency is evaluating and adjusting the way you think. If you don't watch it, that little voice that is inside of us all can create emotions such as anxiety and anger.

Here are some real world examples that may induce a negative thought about stress, and ideas for a more positive spin:

Example	Negative Thought	Positive Thought
Quarterly Evaluations	"I don't like feeling judged."	"This is a chance to discuss the value I add to the team."
Shortened Deadline	"I can't do this. There's not enough time!"	"Here's a chance to really focus. It'll feel great to check this one off my list even sooner!"

Try listening to yourself this week when you encounter these situations. Are your thoughts affecting your attitude? Try a different spin and see how your attitude and your day improve.

Reframing your perspective

Similar to rethinking your stressors, reframing takes what you perceive to be stress and changes it into an opportunity to grow and evolve. Have you ever noticed how some people make the best out of a bad situation, while others seem to make the worst out of a good situation? The difference is all a matter of perspective. Here are a few examples of positive events that look different depending on your attitude.

Big Promotion:

With the added expectations and responsibilities, it can be easy to feel worried or anxious. Think of it as an opportunity and a well-earned reward for overcoming previous stress with success!

Interruptions from co-workers:

These little moments may break your focus, but doesn't it feel good to know that your colleagues respect and trust you enough to give you that "go-to" designation? It demonstrates that you're important to your team and company, and that's a good thing.

Ultimately, the stressors are going to be there anytime you have a role that requires responsible time management and results. But it's up to you to control your attitude. Doing so will open the door to success and help you achieve resilience.



Wielding your "Sphere of Influence"

Many of us are most stressed by things we feel are out of our control. To be resilient, focus on those things at work that you can control that fall within your *sphere of influence*. By focusing attention and energy on your sphere of influence, you will accomplish more and become increasingly resilient.

It's easy to feel that your workday doesn't belong to you, but that couldn't be further from the truth. Yes, you may have meetings and deadlines set by others, but most of your daily work can be broken into smaller components that you can influence. Here are some examples of things you can influence for more productivity and resilience:

Starting your day:

Your arrival time sets the tone for the whole day. Arriving early will allow you to get ahead and get focused before the day takes shape.

Workload and effort:

Though this may seem to be out of your sphere of influence, keep in mind that you can always control your communication. Requesting extensions or assistance from others is not a sign of weakness. It's all part of team work.

The key to these strategies is influence, not control.

While you may not be able to control everything, you can always influence the situation through time management, communication, and prioritizing your day.

Once you've begun to understand how to reframe and rethink your work life, you'll find that your sphere of influence feels bigger, and your resilience will increase along with it. That's because you'll not only feel more in control, but you'll have a positive attitude in areas that you never thought you could.

Looking for more useful information on ways to take care of yourself? Check out the Resilience Hub™.

If you are a first-time user, type in your company name to access the site. www.ConcernResilienceHub.com

This newsletter is intended for informational purposes only, and should not be used to replace professional advice.

If you find your level of stress is impacting your well-being, you can contact us for additional help and support.

Call: 800.344.4222

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