



Volume 23, Issue 4

Balance

A newsletter to help employees maintain a healthy work-life balance.



Balance is a newsletter produced by your Employee Assistance Program (EAP) and spotlights relevant issues related to personal and professional wellness. The EAP is a confidential and free resource, available to you to help manage life's various challenges. If any of the topics resonate with you, consider contacting your EAP for more information, including referrals to local EAP counselors.

BECOMING MORE RESILIENT

Do you cope with stress by thinking, "I am going to see this as a challenge I can handle" or "could there be an opportunity to grow in this situation"? These responses to adversity represent resilient thinking. Many books about resiliency are authored by those who have faced and overcome extreme life challenges. Their commonality is a decision to not give up. You can develop resiliency by discovering what motivates you to endure and come out stronger. Fight negative self-talk regarding your ability to succeed. Practice work-life balance and self-nurturing behaviors for their powerful benefits. And when you face changes, focus physically and emotionally on what you can control. Resiliency skills aren't pulled from a drawer when they are needed. They are everyday skills you use to solve problems, take action toward your goals, and develop reflexes to look for the opportunity in challenges you experience.

Learn more at www.ncsu.edu (search "resilience is a process")

MAKING SEASONAL FAMILY GATHERINGS MORE JOYOUS

Family holiday gatherings and celebrations may be more popular this year. Indeed, many people are hoping to make up for lost time because of their inability to make close and personal visits due to the pandemic. Relatives often stress each other out at such gatherings, and much has been written to offer advice on coping with disagreements and conflicts. Practically speaking, helpful intervention suggestions boil down to a few key ideas. Consider the following tips if you're concerned that conflict is on the horizon this season.

❖ Preempting

Before a visit, ask that certain subjects (like politics or "Are you dating someone yet?") remain off-limits.

❖ Stay cool

Triggers happen, but with a bit of practice, you'll avoid reacting to them and regretting actions later. Practice role-playing with a friend testing your triggers and build resilience to difficult topics you wish to avoid.

❖ Assertiveness 101

Be direct and respectful, but clear about your wants and needs. "Rise above" your triggers with go-to topics to switch to or activities that can bring everyone together.



PRINCIPLES OF EMOTIONAL WELLNESS

Just like physical health, there are steps we need to take to maintain and improve our emotional wellness. Here are a few “emotional wellness maintenance principles”:

- 1) Be proactive in managing stress, not reactive when it gets “bad enough.”
- 2) Don’t be frustrated over work-life balance. It is a moving target. Instead, make adjustments to obtain balance more regularly.
- 3) Seek to eliminate self-punishing or negative self-talk that makes you feel bad. If you don’t feel positive now, look forward to changing tomorrow.
- 4) Engage support. Humans are social creatures. If you need help, ask for it. Accept help more often when it is freely offered. Want more emotional wellness tips to use or pass along?

Visit: www.nih.gov/health-information/emotional-wellness-toolkit.

THINKING ABOUT HELP WITH ALCOHOL USE

Many people considering treatment for alcohol abuse or dependency are stopped by fear. This includes the prospect of giving up drinking entirely and the mystery of treatment itself and what it might entail. Today, treatment closely follows a chronic disease model. This is dominated by education, supported by overwhelming research on the biogenic nature

and inheritability of risk for the disease and fewer psychological processes. Education dispels myths while motivating the patient to not just want, but also to be excited about abstinence. Most patients wonder why they did not get help sooner. Log onto <https://findtreatment.gov/> for resources or contact your Employee Assistance Program for help today.

Visit www.samhsa.gov for more information

MANAGING STRESS TO WORK FOR YOU

Better diet, journaling, sleep, meditation, exercise—these are all ways of managing stress. But have you considered altering your mindset as a stress management tactic? Begin with this question: “How much anxiety will I accept in this stressful situation?” Surprisingly, this question prompts awareness, and it decreases the likelihood you will respond to a stressor in an unhealthy way. Rather than panicking, fleeing, or escaping the stress, you challenge it. You make it a launching pad for higher productivity. The goal: overcome rather than succumb to it. Successful stress management is when you are actively directing a desired outcome. You make stress work for you rather than on you. No stress management tactic works in every situation, but this one demonstrates that mindset matters, and you can direct stress away from taking its toll on your health.

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Kepro's Employee Assistance Program (EAP)

The Employee Assistance Program through Kepro assists organizations and their workforce in managing the personal challenges that impact employee well-being, performance and effectiveness. Kepro's life management consultants employ a comprehensive approach that identifies issues impacting the employee and assists them in developing meaningful solutions.

The Employee Assistance Program can be accessed any-time, for free, confidential support from a professional consultant or online resource. Call or log on today.

 **Phone:**

 **Website:**

 **Company Code:**

BALANCE is a newsletter for individuals and their family members eligible for Kepro services. Kepro services provide confidential, short-term consultation for personal and work issues. This newsletter is intended for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional. Individuals should follow the policies and procedures laid out by their human resource management department concerning use of the EAP. Some articles reprinted with permission from DFA Publishing and Consulting, LLC. Kepro, Harrisburg, PA. All rights reserved.

HELPING SOMEONE OBTAIN HELP FOR A MENTAL HEALTH ILLNESS

According to the U.S. Centers for Disease Control and Prevention (CDC), the most common untreated mental illness affecting those in the workplace is depression. Depression can make it difficult for a person to finish tasks, and it can interfere with their ability to process information and think clearly on the job. Only 57% of employees who are diagnosed with moderate depression receive treatment, and only 40% of employees reporting severe depression get help, says the CDC. This makes it likely that you will interact with a worker who suffers from an untreated depressive illness. You can't make a diagnosis, but you can encourage a coworker to visit the EAP or a community-based mental health provider when you hear statements of hopelessness or feeling trapped, or you witness isolating behaviors and withdrawal from social connection with others at work.

Source: www.cdc.gov [search "workplace mental health"]

GET A MENTAL BOOST WITH DECLUTTERING

If you think decluttering is only about dealing with the dust (or the complaints from others around you), consider other benefits discovered recently by workplace wellness researchers. One real benefit is improved mental health. Researchers found that a person can't collect and possess a bunch of stuff and create a disorderly and chaotic environment without paying a mental health price for doing so. Researchers found that clutter undermines one's ability to have a pleasurable and satisfying work experience and creates a risk of burnout, thereby lowering productivity. Setting aside time to tidy up your office will pay off in the form of reduced levels of stress.

Source: www.depaul.edu [search "declutter"]