

# Workplace Employee

July 2019

## Testimonials

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

*"My counselor is amazing. She made me feel at ease. I was skeptical because she is so young, but I'm glad I gave her a chance!"*

*"This counselor is perfect for me! This is such a valuable resource to have and I'm so incredibly grateful for it. This counselor is the best I've ever seen."*

*"I really do appreciate the insight and expertise that my therapist has brought to the table. I couldn't have picked a better therapist myself."*

*"I am very happy that my employer provides this benefit and I recommend it to my coworkers."*



## Tips for Success Responding Positively Under Pressure

How do you respond at work when under pressure? Although most people think of pressure as impossible deadlines or a sudden request to make an oral presentation to a large audience, even more common job challenges can prompt highly visible and charged reactions and incite emotions such as anger, alarm, or distress. Provocative event categories include crisis, criticism, and conundrums (conundrums are problems that appear impossible to solve). Working under emotional pressure produces greater challenges. Turn these moments into opportunities to demonstrate self-control and cool leadership skills others will admire. The key is developing reflexes that allow you to take control of your psychological response so you can engage in rather than "flee" (lose control of) a difficult situation. To engage catapults you into problem-solving mode, while losing control produces a regrettable reaction and possibly greater problems. The business case for being able to respond positively under pressure is the positive resultant effect on your productivity. Knowing the value of self-control can help your desire to practice snatching the moment to learn coolness under pressure when these events occur. Practice is key and plenty of opportunities are on the way.

### When Employees or Bosses Bully

Research by polling organizations and federal agencies yields different findings, but all suggest minor percentages of employees and supervisors bully workers. The National Institute for Occupational Safety and Health reports that about seven percent of bosses themselves are bullied by employees. Obviously bullying is a common problem in the workplace. Are you bullied by a boss or coworker? Confronting inappropriate behavior can be disconcerting, but rather than keep your head down or experience health problems as a result, make an attempt to inform the bully in a calm manner what behavior or circumstance is producing an adverse effect on you that is unwanted, is offensive, or feels hostile. Request that this behavior stop. If the bullying is covert, ask that the circumstances associated with your unwanted experience be examined or considered so it can be curtailed. Bullying often ends when it is confronted. Having taken these steps, however, you can seek additional help from your organization if the bullying does not stop. If your organization has a policy related to bullying, do follow it.

## What is Emotional Wellness?

Emotional wellness is just as important as physical health; in fact, it's difficult to achieve one without the other. But emotional wellness does not mean perpetual happiness. Emotional wellness is the ability to be aware of, express, and deal with the uncomfortable emotions that we experience—anger, fear, disappointment, and many more. The goal of emotional wellness is to face these difficult and unpleasant experiences with a proactive attitude, rather than impulse-driven reactions that may create larger problems. To improve emotional wellness—as you would physical wellness—identify areas where you need improvement and target them for improvement.

## Parenting and Teens: Tips to Consider

Once teens begin to date, shared loyalty with their peers can be a tough experience for parents. Don't fret; your parenting role is still crucial. The task is to finesse your influence to maximize its impact. Let your teen know that he or she can talk to you at any time. Dating is learned, so when teen quarrels begin, listen and reflect; don't interrogate. You'll draw out more information and insert more wisdom. Don't harp and lecture about "the don'ts," but do set firm rules about curfews and boundaries.

## Talking to a Smoker About Quitting (Again)

Don't give up on helping a loved one quit smoking if he or she states they can't do it. View this defeatism as a normal attempt to eliminate anxiety associated with the need to quit. Stay positive and offer support for help in handling the stress, feelings, and mood changes of tobacco withdrawal, instead of focusing on preventing the picking up of a cigarette. Avoid provocative nagging and preaching. It impedes motivation. Instead, show admiration for the person trying to quit. The quality of your relationship plays a powerful role in whether you

influence a smoker to quit or offer effective support. If your efforts seem less impactful than you would like, sometimes counseling in this area is the best first step.

## Secrets of Building Your Reputation

If your project at work goes badly, others may recall it for a long time; however, when you exceed expectations, people's memories are often shorter. Don't be disheartened; this is a natural process. You're more likely to remember a bad haircut than a good haircut years afterward. To build your reputation, capitalize on your successes. Keep a record of each achievement, including details to mention at review time. Maintain a current résumé and add to it throughout your career. You may marvel at the number of stellar achievements that occur over the years. If your company has an internal newsletter, it's worth a shot to request a write-up that can immortalize your achievement with a brief interview. Be sure to highlight the project and why it was a success for the organization. Offer your expertise as a knowledgeable, helpful coworker to others working on similar projects. Unconditional assistance to others is powerful stuff.

## Stopping Negative Thoughts

A recent study showed that negative thoughts are harder to stop for people dealing with depression. It's not a "willpower thing." This is the way depression works. If you suffer with depression, don't remain stuck in this cycle of trying to stop negative thoughts and being frustrated with yourself when you find you can't do it. Research has shown that for many patients talk therapy (cognitive behavioral therapy) is very effective in treating depression—as helpful as medication in some cases. Reduced negative thinking is one goal of such therapy. Talk to your doctor, healthcare advisor or Concern. More direct help to reduce negative thinking may be the missing piece in your plan to beat depression and get your life back.

Employees and eligible dependents can request Concern counseling and work/life services 24/7 by calling or visiting our website.

**Call: 800.344.4222**  
**[employees.concernhealth.com](http://employees.concernhealth.com)**