

Workplace Employee

June 2018

Testimonials

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

"My counselor has helped me through the toughest time in my life. She is an excellent, caring, compassionate clinician."

"This is such a valuable resource to have and I am so incredibly grateful for it. My current counselor is the best I've ever seen."

"The phone staff were so kind, helpful, professional and efficient. I was very impressed."



Tips for Success Bringing Mindfulness to Work

Mindfulness is a mental state where we purposely observe and experience our thoughts and emotions non-judgmentally and in real-time. The key words are *observe* and *experience*. It's heightened awareness of what you're experiencing in any given moment. What mindfulness isn't, is observing and then avoiding, or suppressing, thoughts or emotions. This is an important distinction because many people think that being mindful is a kind of enforced calm achieved by suppressing upsetting or distressing emotions. Emotion is an important part of what makes us human. It helps us relate to others and to the world around us. Our emotions also often carry valuable information, and by suppressing feelings, we may be missing something critical that situations or interactions are trying to tell us. At work, practicing mindfulness can be an effective tool, helping to bring focus, clarity and resilience to your day. And it doesn't take a lot of time. Discover easy exercises and other realistic ways to bring mindfulness into your workday at CONCERN's **Mental Wellness Resource Center** <https://employees.concern-eap.com/mentalhealth>.

Wake Up To a New Morning, a New Routine and a New Attitude

No matter your routine, perhaps now is a good time to jump into the summer groove and add a new twist to your morning sequence of routine rituals. What do you think? Are you ready? Start small and make it doable. It could be that you create or carve out an extra 10 minutes to sit silently while drinking your morning brew and actually tasting the coffee (or tea). Make it a meditational moment of savoring the smell, the taste and the heat. See? You just meditated. Perhaps today you decide to take the stairs up to your 4th floor at work and park in the lot furthest from the front door so that you can an extra few steps under your belt. Maybe, you decide for one week only, to pack your own savory healthy lunch with your favorite salad dressing, hot sauce and meat, or some special fruit. Whatever you decide to do differently or insert into your morning, remember to appreciate all of it. Take a breath and *breathe in gratitude*, and when you get to work smile at everyone with a big: "Good Morning!"

Customized Team Building for You and Your Teammates

Perhaps you're a department of coworkers and you call yourself a team, but don't feel it. Perhaps, your leadership doesn't cultivate that within your work group. Being a team, acting like a team and conducting team building can be as small as communicating positive intention to your teammates. It doesn't have to be a day offsite for some zip lining to create team spirit. It could be as simple

as agreeing that everything said in the room stays in the room (confidential). You can start identifying some key strategies for better fluidity in communicating and offer a plate of cookies while you talk it over together. Maybe you can meet without the boss and discuss what you love about being on the team, or going around and having each of you talk about the part of the job that inspires them. You might even talk about how you want to help your teammates who are feeling less enthusiastic or overwhelmed and listen to their concerns. Whatever you decide to do, remember to give each team member a voice and acknowledge what they say without judgment. The key is to stop the unspoken alignments between 2 members here or there and realign the circular inclusivity of team members equally, by supporting each other as you build momentum in accomplishing the mission, or completing the project as a team.

Loneliness as a Health Problem

Did you know that even people who are constant users of social media complain of feeling lonely or chronically lonely? If you find yourself feeling lonely or thinking about it, then it's time for a healthy tune up. Why? Because loneliness is pervasive and can affect you **physically**: less sleep, weight gain, and more physical ailments. It can affect you **emotionally**: exhaustion, depression, anxiety, lethargy, agitation (anger). It can also affect you **mentally** such as: cognitively unable to focus, or make decisions or poor performance at task completion. Remember, we are all mind, body and spirit . . . so everything is about balance, moderation and variety. What does this mean? It means, start inserting something new like exercise, or joining a hobby club, or get an App that helps you meet others with similar interests. Try volunteering in your community to an organization that provides services to those in need, or a culturally specific community center so you can find comfort by being with others who understand your

personal and cultural philosophies. Reach out to supportive resources: family friends, neighbors, co-workers. Finally, go see your Primary Care Physician and get a complete physical exam and talk about how sometimes you feel lonely. Reach out and watch loneliness melt away!

Are You in an Abusive Domestic Violent Relationship?

If so, it's most likely a secret that you share with no one, so you continue to live in fear and suffer in silence. The National Coalition Against Domestic Violence indicates that on average 20 people per minute—which equates to 10 million+ women and men—suffer from Domestic Violence per year. You are not alone and this affects people from *all* walks of life and *all* levels of income and education. There are resources in your community. Go online: <http://www.ncdsv.org/images/PowerControlWheelNOSHADING.pdf>

The Power and Control Wheel was written by women like you who lived at a DV Shelter and started to document the themes of abuse amongst them. The themes of abuse include: intimidation (looks and threats); emotional abuse (putting her down, playing mind games); isolation (controlling who she sees, what she does, who she talks to, etc.); minimizing, denying, blaming (making light of the abuse saying it's her fault); using the children (making her feel guilty as a mother); economic abuse (preventing her from getting or keeping a job); male privilege (treating her like a servant); coercion and threats (carrying out or making threats to hurt her). Most important is that you know you can take safe steps to extricate yourself from this situation. It is paramount that you create a safety plan. If you are unable to do it by yourself then call a DV HOTLINE near you and they will help you with services ranging from emergency shelters, financial support, legal advice, counseling and more. Take the first step today for the rest of your life and your children's lives.

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