

Workplace Employee

September 2018

Testimonials

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

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

"I am very happy to be paired with my counselor. She is extremely talented, insightful and resourceful in guiding me to address and resolve my concerns."

"The phone staff were so kind, helpful and professional. I was very impressed. I was also impressed with their efficiency."



Tips for Success

September is Suicide Prevention Month

Suicide is a major public health concern causing immeasurable pain and suffering to individuals and families. Over 40,000 people die by suicide each year in the United States. Suicide does not discriminate. People of all genders, ages, and ethnicities can be at risk. It is important to note that suicide is not a normal response to stress—suicidal thoughts or actions are a sign of extreme distress, not a harmless bid for attention, and should not be ignored. While suicide is complicated and tragic, it is often preventable. Family, friends and coworkers are frequently the first to recognize the warning signs and can be the first to take steps toward helping an at-risk individual find treatment with someone who specializes in diagnosing and treating mental health conditions. If you're not sure where to start, see the resources at the [National Institute of Mental Health](#) website or go to [Concern's Mental Wellness Resource Center](#).

Respecting Personal Boundaries at Work

Respect in the workplace brings to mind words like tolerance, diversity awareness, and bias. But disrespect has a much broader brush of issues that can impact productivity. One of them is not respecting the personal boundaries of a coworker. Do you walk through a coworker's door unannounced, call after hours when he or she is at home, or sit in a chair close by while the coworker is on the phone, waiting your turn to speak with him? Employees who appreciate the importance of honoring personal boundaries will get along better. Here's why: When you disregard personal boundaries, you send this nonverbal message: "I'm more important than you, so I don't need to respect your space." All of us teach each other what our personal boundaries are and how we want to be treated. Making them known is a combination of assertiveness, diplomacy, and immediacy. "I would love to speak with you right now, but I need to take this phone call in private," combines all three elements of how to establish a personal boundary. The most important rule in maintaining personal boundaries is to practice what you preach. If you don't want people phoning after 8 p.m. to discuss a work issue, don't phone them after 8 p.m.

Exercise and Kudos for You

Having a physical fitness routine offers benefits for improved health and managing stress, but there are more benefits to exercise than the release of feel-good brain chemicals and shaking off tension. One less-appreciated payoff of exercise is goal attainment of your exercise session, chalking it up as a success, and benefiting from the positive self-talk that accompanies it. Don't minimize the impact of genuine self-kudos and the role they play in stress management. This one benefit is an additional motivational factor for participating in a regular exercise program. When we feed positive self-esteem, anticipated successes lie ahead. These linkages all contribute to improved personal and workplace productivity. You do have time for exercise. What may be missing are stronger reasons to get you moving. Add this one to the mix and see if it doesn't stir you to grab your sneakers.

How to Ask for Less Micromanagement

Micromanagement is a common complaint among employees, but most micromanagement is not malicious. It stems from a lack of understanding of how to delegate. A micromanager may actually trust you, but it's fear that keeps him or her from letting go. To intervene, don't grow weary, stress out, or bark out your frustration. Instead, meet in private and explore the issue. If you have not done so before now, you'll discover the solution is likely good communication about each of your needs. You may need two or three follow-up discussions to achieve consistency, but a few more small progress reports from you will usually resolve the issue.

Plan for a Better Day Tomorrow

Try jotting down your to-do list for tomorrow before going to sleep tonight. You may sleep better. Surprisingly, the ritual helps you off-load thoughts and reduce worry, not stress you more about what lies ahead. The research seems to support another often recommended

productivity tip—planning ahead for the next day. This includes jotting down your schedule, deciding what you will wear, planning breakfast, and choosing the personal items you'll take to work. Starting your day with less chaos, having time and a few mini-successes, and experiencing less stress in the morning can help you have a better day. Source: www.baylor.edu [in search article: 192388]

Productivity Tip: Magic in Pocket Recorders

Tools for capturing thoughts—and listening to them—are among the most sought-after technologies. Tiny spiral notebooks of the past have been replaced by an abundance of options. One of the most progressive is the pocket recorder. They're affordable at about \$30 and they record sharp, crisp sound with 20 hours or more of recording time. Search any online tech store to find dozens of choices. Four key productivity achievements are solved by small pocket recorders: 1) Capturing great ideas and to-dos; 2) Listening to reminders about those ideas and to-dos; 3) Eliminating "Gotta Remember This!" syndrome; 4) Reducing the stress of managing a to-do list; and 5) Making great use of waiting time—in lines, while commuting, or while engaged in repetitive activity like exercise.

Caregivers and Depression

Do you care for a chronically ill person who also suffers with depression? If so, guard and protect your mental health. Research has shown that caregivers are more at risk for depression themselves if they care for a person with depression illness. Have a social support and psychological support system, and practice basic stress management skills. October 11, 2018, is National Depression Screening Day. It's dedicated to education, reducing the stigma of depression, and encouraging people to get screened. Most professional counselors can screen for depression in minutes. Source: www.caregiver.org/depression-and-caregiving

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