

# Workplace Employee

October 2019

## Testimonials

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

*"It's just been wonderful having someone to talk to. In person, face-to-face, it's easier. Just the overall listening to my problems and suggestions by the counselor in how to tackle my issues. I've enjoyed going to my appointments. Thanks!"*

*"You were very prompt and responsive. The person who answered the initial call was very empathetic and set a good tone. The instructions were very clear."*

*"I valued the quick response from Concern staff and the quick response from the counselor who was able to see me within three business days. Fantastic experience."*



## Tips for Success Better Stress Management

The best stress management techniques are those that target the anxiety you experience in specific situations. When considering stress management, look at intervention tactics that target the type and degree of stress that you would like to reduce or eliminate in certain situations. Do you experience stress before public speaking and when you feel deadline pressures, or lose sleep the night before an important sales meeting? Your stress response is unique. The challenge is to find the intervention that works for you. Keep track of daily, weekly, or monthly events to spot stress reactions. Then design a personalized stress management program that works for you. Always include exercise in your program. Research consistently shows that no matter what type of stress you experience, exercise will make your emotional and physical response to it more resilient.

### Cost of a Cluttered Desk

Your desk may look like a war zone, and it isn't cheap to keep it that way. Although not readily visible, there are financial costs to a cluttered desk. Consider the following: 1) Time lost from searching for buried or scattered materials. 2) The expense of recreating or duplicating materials. 3) The delay or failure to act on forgotten requests in writing from management. 4) Fatigue from searching, reaching, digging, and experiencing frustration. 5) Working on urgent matters as they appear during the workday, rather than on important tasks that aren't visible. 6) Negative self-talk from feeling disorganized. 7) Adverse respiratory effects from dust, if susceptible.

### Making More of Your Morning Routine

If you research ideas on personal productivity and doing more in less time, you'll discover many spins on this one productivity idea: Work on your biggest, most important, or most rewarding task first thing—the very first thing—in the morning. Not only are you the most refreshed you'll be all day, making it likely you'll deliver at peak performance, but you'll also avoid dozens of tasks and distractions (email, Facebook, and dawdling) that bog you down, possibly all day. You'll avoid that dreaded feeling of not having accomplished much at the day's end. Adopting this productivity tip creates momentum that builds rapidly. It also rewards you with more positive feelings of accomplishment, and it produces more successes along with their visibility to your employer.

## Help with Medical Bills and More

High medical bills, confusion over health insurance policy small print, overbilling, denials for care, and appeals that go nowhere. Explore some of the following healthcare advocacy resources if issues like these are weighing you down and reducing productivity in your life: 1) U.S. Department of Health and Human Services ([healthcare.gov/using-insurance/index.html](https://healthcare.gov/using-insurance/index.html)); 2) Patient Advocate Foundation ([www.patientadvocate.org](http://www.patientadvocate.org)); and 3) Advocacy for Patients with Chronic Illness (<https://www.patientslikeme.com/organizations/advocacy-for-patients-with-chronic-illness>). Each resource website has loads of tips, advice, direction, legal information, and counseling related to healthcare needs, financing, insurance, and more.

## Would Family Therapy be a Good Idea?

Family therapy is a counseling approach that works with family members to solve personal problems. What many people don't realize is that family therapy is sometimes necessary to help resolve one individual family member's personal problem too. Families are like "systems." Think of a clock with the hands not working. Is it the battery, a spring, a wire, or a combination of things? All the parts interact. On the surface, you can see the hands not turning, but the answer may lie in resolving issues with other parts. Family therapy is very similar. Within family therapy, all the parts get some attention to discover their contribution to the issue or issues everyone agrees need to be resolved. Have you participated in individual counseling but wondered if other members of your family could benefit and be part of the solution? Family therapy may be a good idea.

## Adapting to Change: Positive Outcomes Lie Ahead

Undoubtedly, you've heard stories about change, where average folks adapt, bounce back, or find new jobs, skills, and vocational passions. The positive message about organizational change is the adaptability of people. We're all change experts. We're hardwired to cope with change because we've been facing it for a

million years. The key is understanding what accelerates or hinders the speed at which you adapt. Next comes focusing on maximizing your positive response to change by identifying personal strengths and resources, increasing communication, and planning and making informed decisions to help you grab the highest rung on the ladder of opportunity that change presents. Seek to be proactive and involved with change to avoid a longer delay at arriving at a new place in your job, career, or life. You will get there.

## Too Young to be an Alcoholic?

It is not unusual for young teens or even preteens to be exposed to alcohol. In fact, consuming alcohol usually happens before abuse of other drugs occurs. Whether alcohol is provided by peers or adults, it doesn't take 25 years for a susceptible young person to acquire a serious alcoholic drinking problem. Depending on biogenic factors, family history, and contributing environmental or psychological factors, the onset of alcoholism could be no more than a couple of years or even months. This phenomenon is why Alcoholics Anonymous began printing educational literature for teenage alcoholics, many of whom are as young as 13. Although it is not widely known, thousands of teenage alcoholics are members of Alcoholics Anonymous. Hundreds of treatment programs were established in the 1970s after the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment, and Rehabilitation Act came into effect in 1970.

Could you spot early symptoms of potential alcoholism in a teenager, many of whom also abuse other substances? Common experiences of teen alcoholics reported in testimonials, monographs, and educational literature include reports of one drink producing feelings of significant euphoria, positivity, excitement, empowerment, acceptance by peers, popularity, confidence, and an over-whelming desire to return to the next drinking opportunity as soon as possible. The majority of teens who experiment with alcohol do not experience these reactions, but former teenage alcoholics report these experiences consistently. Source: [aa.org](http://aa.org); search "teenager"

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)**