

Workplace Employee

September 2019

Testimonials

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

"The process to see a counselor is very smooth and fast. I appreciate that I could contact potential counselors right away and see someone pretty quickly after connecting with them."

"My counselor is really professional and she is super patient. She found many helpful resources for me during after work hours as well. I want to send a big thank you to her!"

"It was easy to schedule my appointment and find the tools I need to make me feel good about myself and help me understand my feelings."

"The overall experience has been wonderful."



Tips for Success Diversity Brings Value to the Workplace

Diversity awareness is not about you giving up your beliefs and values. Supporting diversity and championing a diverse workforce is about understanding our own behavior and the attitudes that we demonstrate toward others on the job. It is also about recognizing that diversity has powerful economic benefits when valued by the workforce and hard costs when it is disregarded or when employees who don't possess the same background, values, or beliefs as we do are treated with indifference. Tolerance among employees for coworkers' differences is the foundation of a workplace that values diversity. However, valuing diversity goes further. By eliminating behavior that makes those who aren't in the majority feel uncomfortable, disrespected, or fearful, diversity in an organization will present a positive image of inclusiveness and increase the organization's appeal to customers. This translates to the bottom line. This is the business case for valuing diversity in the workplace.

How to be More Optimistic

Humans are naturally optimistic, so don't be fooled into thinking that acquiring this positivity trait can't be learned. Plenty of research indicates optimists tend to enjoy better physical and mental health, so it's worth giving it a try. Begin by committing to becoming aware of negative self-talk in the face of disappointments or how you play down anticipated rewards from personal efforts you undertake. Example: "I knew we would lose the ACME contract." or "We won the ACME contract, but now we're in trouble with all this hard work." Many opportunities exist to spot your negative self-talk reflex, but simply focusing first on any pattern of anticipating negative outcomes or minimizing the value of positive events will give ample opportunity for significant change. Next, keep a journal of negative utterances for a couple of days. Make a note every two to three hours. An alarm on your smart phone or computer, or even a string on your finger will keep you on task. Notice the lack of value in this defeatism, and how you become quickly motivated to conquer this limiting pattern. Now try the reverse. Catch yourself turning on your optimism. It will feel awkward at first, but fight this natural resistance until you discover the new you. Whether you hit a red traffic light or drop mustard on your blouse, learn to see optimism as a counterforce to everyday disappointments that we all experience.

Cultivate Relationships to Fight Stress

Although relationships can sometimes be demanding, they are one of the single most important ways of coping with stress. This is because only another human can offer empathy—the magical combination of understanding, sympathy, and compassion all rolled up into one experience. With a stressful work environment, frightening economy, or an uncertain future, it may be easy to cope by withdrawing from others, but try to avoid this self-absorption. During times of stress, connect with others and increase work-life balance by finding out what you have in common with a coworker and build bridges with your interests to cultivate relationships. Knowing you can count on your coworkers will reduce your stress and increase resiliency.

Don't be a Breakfast Naysayer

You know breakfast is important, but do you frequently skip it? Your body needs energy (glucose) that's depleted while you are asleep, so without breakfast you will not be functioning at your full potential. Instead, you might feel more sluggish, and by lunch you may be famished, placing yourself at risk for eating fatty, sugary, and less nutritious foods.

Although the most common excuse for not eating breakfast is "I am too rushed," a bit of organization can solve this problem. Start by making breakfast convenient by stocking up on healthful fare you enjoy, and plan the night before what you'll eat in the morning. *Source: Academy of Nutrition and Dietetics.*

Prevent Dating Abuse

Is your child ready to date safely? Romantic relationships are exciting for teens, but they are not devoid of risk. As parents, we want to trust teens to protect themselves and make good decisions. To that end, discuss dating violence with them. Dating violence includes unacceptable behaviors, such as physical abuse—hitting, throwing things, shoving, kicking, biting, or being forced to participate in sexual behaviors, even kissing. Emotional abuse includes yelling, name-calling, bullying, or manipulation and control, like keeping you away from your friends, demanding limits on who you're with and where you go, or ridiculing you for listening to your parents. Unwittingly, some young teens tolerate a cycle of abuse that includes making-up after an incident only to have it repeat. If you suspect physical violence in the relationship, don't wait. Call law enforcement immediately.

Discover Solutions with a Stress Journal

Journaling is more than just a way to remember; it can be a tool for understanding yourself better. Keeping a stress journal can help you identify stressors, your response to them, and better ways to cope. Add to your journal simple things you can do when feeling stressed. Strategies like taking three deep breaths or a five-minute break may be true discoveries to help you maintain your productivity at work despite the tension. Do you feel exhausted, snap at people, or reach into the refrigerator? With awareness, you can intervene with a growing list of stress busters. Don't be surprised to discover that the act of writing is itself a stress reducer.

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