

Workplace Employee

November 2018

Testimonials

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

"It was so easy to use the EAP. It made a tremendous difference in my life and I am very thankful for that."

"I really liked the entire process, since day one when I talked to the intake person on the phone and she provided me with the information to get started."

"Easy and convenient. I liked that I had choices near where I live and I'm then more likely to get the help I am looking for."



Tips for Success

It's True! You Are What You Eat

We know that eating a balanced diet is vital to physical health and wellbeing. But did you also know that good nutrition may be just as important for mental health? Research shows that food choices can affect mood and may play a role in the management and prevention of certain mental health problems, such as depression and anxiety. Here are a few brain-healthy tips: 1) Stay hydrated and eat regularly. Dehydration and skipping meals can cause fatigue and contribute to mood swings. 2) Less sugar, more whole grains. Whole grains are more filling and generally have a lower glycemic index than sugary processed foods. 3) Eat a wide variety of foods. The more varied your diet, the more likely you are to get all the nutrients you need. 4) Include fish. Fatty fish like salmon, mackerel, herring, sardines and albacore tuna are high in healthy fatty acids found to improve thinking and memory. 5) Feed your gut. Foods with live cultures like kefir, sauerkraut, and yogurt feed the good bacteria that live in the gut and help keep our immune systems in check. 6) Healthy fats. Swap butter for healthy fats like olive oil. Trans fats can damage the brain and arteries. If you have questions about your diet, talk to your doctor or a nutritionist. For more information about physical and mental wellbeing, check out our Mental Wellness Resource Center at employees.concern-eap.com/mental-wellness

Stress Management Tips for Holiday Family Get-togethers

If relaxing and enjoying your family this holiday season and avoiding difficult family interactions are included in your goals, consider the following tips:

1) Decide on boundaries — types of interactions and the amount of time you will spend with difficult relatives (don't arrive too early, don't stay too late). What hot topics should you avoid? What past grievances can you release and let go? 2) Talk to a friend, get support, and pledge to your friend that you will commit to your plan for a more memorable get-together. 3) Ask your friend to be available as a listening ear if your visit lasts several days. 4) Prepare for triggers. If Aunt Suzie always critiques the moisture content of your turkey, decide now how you will respond (or not respond). 5) Afterward, celebrate successes with your friend and lessons learned about creating a smoother holiday.

Avoid After-hours Job Creep

Work-life balance is critical to health and wellbeing. A recent study showed that unwinding after work and stepping away from work activities helped participants return their bodies to “pre-strain” and “pre-stress” levels. They also experienced better sleep and improved productivity. Employees who check their phones, read and/or respond to their emails, and involve themselves with work activities while off work have lower performance quality at work and start work the next day in a “suboptimal” state. You may not be able to detach from your job easily, but be more mindful of the need for doing so. Source: <https://www.ncbi.nlm.nih.gov> [Search: PMC6164214]

Overcoming Imposter Syndrome (I'm not good enough)

According to Wikipedia, Imposter Syndrome is a psychological pattern in which an individual doubts their accomplishments and has a persistent internalized fear of being exposed as a “fraud.” Despite your position, achievements training, education, and skill sets, you fear that someone will find out you are faking it. Imposter syndrome is a common experience. Even Albert Einstein reportedly suffered from it. One example of imposter syndrome would be if you are trained in what you are doing, but simply lack on-the-job experience. You can overcome imposter syndrome by forming positive relationships with peers who allow you to share concerns, successes, and doubts without being judged. Choose an area of your job or profession (a niche) and decide to be the go-to expert on it. Start by recognizing your own achievements and the years of planning and effort that went into accomplishing them! Start talking to yourself like you would want your best friend to talk to you, supportive and positive. If you

think you are good, others are likely to see you as great. Boost your self-esteem and challenge negative self-talk, and you'll beat imposter syndrome.

New Cautions about Light Drinking

You've heard by now that a glass of red wine daily is good for the heart. Well, not so fast. One university just completed an extensive research study on light drinking, and the one drink of red wine a day came up short on helping people live longer. In fact, one drink a day contributed to a person being 20 percent more likely to die prematurely. Less was better than one a day, and none at all was best. Read about it. Source: <https://medicine.wustl.edu/news/even-light-drinking-increases-risk-of-death/>

Parenting Tip: Saying No to Your Teen

Knowing how to say no to a teenager and making it stick is tough for many parents. Fear of conflict leads to backing away in the face of rebellion. Sound familiar? To make saying no easier, distinguish between house rules (chores) and guidelines (when to call home if you are late). Rules are nonnegotiable, like a rule about no drug use. Guidelines are flexible and based on circumstances, like having a curfew of around 10:30 or 11 p.m. Think of guidelines as “leash extenders.” Use them to help your child practice responsibility—and accountability. Tip: Having open communication with your toddler builds strong bonding and positive connections that can last consistently into the adolescent years, if you make it a pattern and a way of relating with each other year after year. So, begin months or years earlier to educate a young teen about rules and guidelines. Saying no will be easier and your authority will be more easily accepted.

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