

Workplace Employee

January 2020

Testimonials

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

"I was able to schedule an appointment with the gender of my choice and the age group of my choice. By doing this, I felt that I was more comfortable in expressing my needs and wants."

"I appreciate the streamlined, user-friendly system that supports your clients."

"Excellent customer service kept us on track. The flow of guidance was fantastic. Very productive."

"You got me in touch with a well-trained provider who met my needs and did so very quickly!"



Tips for Success

New Year's Resolutions: Producing the Magic of Motivation

If you have not committed to any New Year's resolutions, you still likely hope for a productive year. Productivity is about getting things done, and that means fending off procrastination. To fire up your commitment to follow through, experiment this year with letting people know that you are going to complete whatever difficult project you have in mind, so they are positioned to hold you accountable. Really put yourself out there, even if it means supplying a calendar marked with the very day they should contact you for a success report on the final results. Do you have friends who would love to give you a ribbing about not following through? These are your personal wizards of motivation. Does the sound of this strategy create fear and trepidation? Then—bingo—this may be the one strategy to put you over the top. Implement this motivation strategy and you will witness the magic of motivation that will compel you to act, with the upside of eliminating the struggle of mustering willpower to act on your most coveted goals.

Workplace Gossip: Rules for the Road

According to a study published in the *Journal of Applied Social Psychology*, up to 90% of workplace conversation is gossip. It appears that this type of natural human interaction is driven by the desire to warn group members against the harmful or inappropriate behavior of others. Not all gossip is necessarily bad, but a few rules for the modern workplace are important:

- 1) Don't try to eradicate gossip or scold others for engaging in it. Judging others won't work. Instead model proper behavior for others.
- 2) If you gossip, do so in small doses. Researchers say those who gossip excessively or with too many people are perceived as untrustworthy.
- 3) Become a listener rather than a talker.
- 4) Keep your own comments about others positive and brief.
- 5) Hesitate to engage in trivial gossip about others.
- 6) Avoid taking sides in personal disputes.
- 7) Evaluate trustworthiness and credibility of others before acting on gossip.
- 8) Not everything you hear is true, so ask follow-up questions.
- 9) Walk away when gossip becomes nasty or personal or part of an employee's consistent bad-mouthing of others.

Join the “Culture of Safety” in 2020

Employers with the best safety records have what are known as safety cultures. Understand this phenomenon and you’ll reduce rates of accidents. A “culture” is a set of shared attitudes, values, goals, and practices that characterize an institution or organization. These are transmitted and reinforced by everyone. Can you see how a safety culture can result in fewer accidents? Obviously, a safety culture goes beyond a desire to follow safety rules to avoid a supervisor’s warning. The desire goes much deeper. To help grow a safety culture, transmit and reinforce safety among your peers. Making it OK to depend on each other to practice safety is a key ingredient to growing a culture in your organization where fewer accidents occur.

Achieving Your Goals: No More Anger for Failure

If you discover yourself slipping back into old habits, returning to behaviors you committed to giving up in your pursuit of new goals, commit to not beating yourself up over failure. The nature of change is not a straight line to the goal. There is an old saying that “defeat is temporary; only quitting makes it permanent.” Instead, remember that tomorrow is another day to try again. Search for hidden opportunities to make a tweak, and like the scientist searching for a cure for cancer, try again.

National Stalking Awareness Month

Don’t be in denial about stalking. The US Department of Justice considers you a victim if you are on the receiving end of at least one of these behaviors twice during a 12-month period and it resulted in fear for your safety or that of a family member: 1) receiving unwanted phone calls; 2) receiving unsolicited or unwanted letters or e-mails; 3) being followed or spied on; 4) having a person show up at places without a

legitimate reason; 5) having a person waiting at places for you; 6) being the recipient of unwanted items, presents, or flowers; 7) having information posted or having rumors spread about you on the Internet, in a public place, or by word of mouth. <https://www.stalkingawareness.org/stalking-awareness-month-2020/>

Avoid Teaching Emotional Eating

“Comfort food”—it has a pleasant inviting sound to it, but it refers to the inappropriate use of food for purposes other than to satisfy nutritional needs or hunger. Research has shown that weight gain is strongly associated with emotional eating, even more so than with any other lifestyle factor. Tying emotions to food can happen quickly and be reinforced unwittingly. What did you learn about food and feelings when you were growing up? Are you passing the “use food for comfort” message to those you love? Boredom, anger, depression, happiness, loneliness, stress, and resentment are common feeling states that trigger eating behaviors. To intervene, learn more about emotional eating.

Instill a Desire in Children to Exercise

Obesity, type 2 diabetes, and even heart disease are growing problems among youth, making it crucial to instill a desire to participate in regular exercise. Of course, physical benefits of exercise are just the beginning. Improved mental health and managing future stress are important too. Rule #1: Don’t put exercise on a par with household chores. Don’t link it to pain or drudgery. Instead ask, “How can I make exercise something that is associated in my child’s mind with enthusiasm, excitement, fun, and a feeling of accomplishment?” Part of the answer is modeling these emotional states yourself, both before and after exercise. Start young and begin this link-building early. Down the road, you’ll be amazed by the results of your positive parenting.

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