

# FrontLineEmployee

WELLNESS, PRODUCTIVITY AND YOU!

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## STAYING FIT: Find moments for movement

Research has shown that sitting at a desk most of the day can take a toll on your health. For this reason, some health experts call long-term sitting “the new smoking.”

Stand-up desks and even expensive treadmill-desks have been introduced to mitigate this health crisis. There may be an easier way to mitigate all the risk: **Move when you get the chance.**

Walk in the morning, walk at lunch, take the stairs, get up and talk to your co-worker instead of sending an email, pace while on the phone, do some stretches every 30 minutes, try a few sit-ups, and/or do some lunges. Put a reminder sticker near your desk that says “Move!” and fight the impact of sedentary work.

Source: [www.cuimc.columbia.edu](http://www.cuimc.columbia.edu) [Search: “sedentary sitting”]



## MAINTAIN a positive attitude

Having a positive attitude does not mean you are dismissive of problems and concerns, while others who are pessimistic or downbeat are more mature and realistic in the face of undesirable circumstances.

A positive attitude is driven by a belief that successful outcomes and solutions to problems are often influenced by optimism. A person with a positive attitude can still feel the tug to be negative. He or she just succumbs to it less often. Maintaining a positive attitude is a learned skill, valued by employers, and often mentioned in performance reviews. If your attitude is easily affected by circumstances, try practicing “conscious positivity.”

When you don't quite feel like being positive, be excited for others' achievements. Have fun playing cards when you are losing. Be friendly to others you don't know. Motivate others by saying something positive. Avoid letting others' negativity bring you down. And, ditch the “yeah, but...” With practice, you'll get the hang of it fast.

# TALKING TO SOMEONE about getting counseling

Is there a “right way” or “best approach” for convincing a troubled friend or loved one to get professional counseling? Any approach will include unease, but don’t let the adage “no one accepts help until they’re ready” stop you from giving it a try.

*Contrary to popular belief, it is not fear of stigma that keeps people from accepting help for personal problems...*

Resistance to assistance is usually founded on denial bolstered by brief wins at curtailing symptoms following negative events or incidents. These are also missed opportunities for change. They represent your best time to convince your friend or loved one to accept help, because they are accompanied by regret or remorse.

Urgency for change is less likely when a person is feeling well, in control, and in a positive frame of mind. They may be easier to approach, but their positivity is usually helpful only at convincing you that all is well. Instead, make your approach after the next incidental crisis. Each one is your cue to make a move.

Don’t give up. With a supportive style, have the source of predetermined help at the ready as well as a way to access it. Make your time available to be supportive, encouraging and facilitative until your friend is connected to help. Consider getting guidance from a Continuum EAP professional to boost your capability and the likelihood that you will be successful in helping your friend.

## FEEDBACK THAT STICKS

Advice about giving feedback often centers on reducing the recipient’s defensiveness, not whether feedback will create change. However, there is a science-based approach for the latter. It’s called “**Situation – Behavior – Impact (SBI.)**”

You can download a free tool that explains how to use it, developed by the Center for Creative Leadership, an international training and research

institute. You’ll enjoy its usefulness for improving workplace relationships.

Three carefully coordinated elements comprise SBI:

- 1 Identifying the situation needing feedback.
- 2 Describing the behavior needing change.
- 3 Explaining the impact of the behavior in a way that prompts the recipient to make changes.

Download: <https://www.mindtools.com/blog> [search: “feedback tool”]

## Gratitude & science

The benefits of practicing gratitude have real science behind it. This principle recognizes that how we think, and condition ourselves to think, produces expectations and plays a significant role in our self-esteem, perception, decisions and ability to manage stress.

Research supports the benefits of practicing gratitude. In one study, those who wrote about gratitude ten minutes a day were more optimistic and felt better about their lives, exercised more, and had fewer visits to physicians than those who did not.

Practicing gratitude is a simple process: You simply reflect regularly on the people and things you are grateful for.

Source: [www.health.harvard.edu](http://www.health.harvard.edu) [Search: “thanks, happier”]

