

# FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

1135 M ST., Suite 400, Lincoln, NE 68508 • 402.476.0186 / 800.755.7636 • 4continuum.com • easpecialist@4continuum.com



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## MANAGE STRESS WITH REFRAMING

Reframing is a mental strategy to overcome the distress of negative or disappointing events. Reframing starts with a key question: What good thing can come from this undesirable event?

The goal is to change the way you think about and view undesirable situations. For example, if you don't get the job or promotion, what good thing or positive outcome of not being chosen might now exist?

Reframing works because it changes images in your mind, and these direct your feelings and sensations. Reframing builds personal resilience to disappointment, and it's a teachable skill. Reframing is used unconsciously by everyone, but purposely employed, it will get you out of pain faster. It is especially useful for children to learn the strategy.



## BE COMPETITIVE but keep it healthy

Do you view yourself as competitive? Competitive employees have enthusiasm, energy and motivation to get a job done. They can be prized assets of an organization because they want to succeed. And an opportunity to compete can actually make them work harder. However, there are a few things competitive people should keep in mind:

- 1 Don't be competitive for competition's sake. Use competitiveness to help you focus on producing something positive for the company or your co-workers.
- 2 Manage stress, and avoid the stress of competition that can adversely affect personal relationships, especially at home, or your physical and mental health.
- 3 Celebrate the success of co-workers with whom you compete. The true value in competition is bettering yourself, reaching your next goal, and winning for your employer. It's not about beating others.

# TAKING CHARGE

## of change and uncertainty

Everyone knows dramatic changes have occurred in the way we live as a result of COVID-19. No one knows for certain when normalcy will return, but one thing can be counted on: Coping with change requires actionable steps that work. Those steps can help you adapt to whatever happens next.

### COPING WITH CHANGE:

**Accept that change creates stress.** Design a personal stress management program that offers resilience and helps you cope with uncertainty, changes in the way you work, changes in the way you think (e.g., fear, worry, catastrophizing, etc.), and how these things affect your mood and your relationships. Reach out to sources of inspiration or Continuum EAP to help accomplish this.

**Don't go with the flow.** Be proactive, and make choices to help you cope and respond at home and at work to maintain personal and job productivity. The analogy is preparing for a hurricane. Either you can wait by the radio and be told what to do, or you can take action steps to feel empowered and be in control of outcomes while listening to the weather radio at the same time. One approach will empower you, improve resilience, and give you a sense of control and direction in the ultimate outcome.

**Avoid being a victim of change:** As you experience stressors associated with change, make decisions about how you will cope and succeed in spite of them — stay on the “nonvictim side of the balance sheet.”

**Talk with others.** Discuss and process these steps for remaining proactive with family, friends and loved ones. Better ideas and solutions, a feeling of security, and staying positive generally result from these interactions.

**Think positive.** Expect and anticipate your positive future despite what is happening. Don't allow the inability to predict the future lead you into catastrophic thinking and undermine your life plans.

For additional support or help creating an action plan to address change and uncertainty at work or home, contact Continuum EAP to schedule a time to speak with an EAP professional.

# Don't mess with MELANOMA

The hottest days of summer are upon us, so now is the perfect time to check out this short quiz:

What's the most common cause of cancer death for women age 25-30?

**Answer:** Melanoma.

What about the second leading cause of cancer death in women 30-35?

**Answer:** Melanoma, again.

Surprised? Melanoma does not discriminate by age, race or gender. And it can appear anywhere on the body — even eyes, mouth and under nails. Ninety percent of melanomas are caused by exposure to ultraviolet light, so protect yourself using SPF 30 (or higher) sun protection.

**Fact:** Risk of melanoma is increased by 75 percent when use of tanning beds starts before age 30.

Source: [www.melanoma.org](http://www.melanoma.org)

