

# FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

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## MAINTAINING MORALE in the Hybrid Workplace

“Hybrid work-places” — those with on-site and remote workers — have grown drastically in the COVID-19 era.

They can be a win-win for employees and employers, but be mindful and avoid “remote worker bias.” This is the tendency to view remote workers as inherently less worthy. This form of workplace classism, based on perceived level of contribution or importance, can lead to morale problems and decreased productivity. If unhealthy competition for resources, benefits, awards and information exist, it can create a “we versus them” culture.

To prevent slipping into remote worker bias:

- 1 Avoid participating in biased “water cooler” gossip about remote coworker performance.
- 2 Share information and opportunities with remote workers to evaluate and value an inclusive workforce.

- 3 Meet with off-site workers so you see the “real person” frequently or whenever possible.

This reality check will help keep a wall from growing between you and your coworkers.

## Seek Support Early IN A CRISIS

All of us will experience crises in our lives from time to time. A crisis is a serious problem that is beyond our ability to resolve by using everyday coping skills and resources. It overwhelms us. Its irresolvable nature means we must apply new resources or skills to intervene and return to normalcy.

There is usually an opportunity for positive change and personal growth in resolving a crisis, but help should not be delayed, because the crisis may resolve itself out of your control in an unfavorable way. **Reach out to a Continuum EAP professional to explore options or to obtain the help needed to manage a crisis. Asking for help can lead to a more desirable outcome.**

## FACING AN ANNIVERSARY OF A TRAUMATIC EVENT

Do you experience anxiety, depression or sadness during the anniversary of a personal loss or traumatic event? This is an “anniversary effect” around the date or season when a loved one passed, an assault occurred or an accident happened.

As an employee, you may find it challenging to work or you may lack the motivation to complete your assignments during such a time.

If you experience a difficult time when a painful anniversary comes around, ease your emotional distress with an action plan:

- Don't deny or ignore the upcoming date of the event in attempt to suppress a reaction to it.
- Identify relationships that feel supportive, and plan to socialize with these people during this time.
- Consider engaging in a symbols gesture of healing — for example, planting a tree or adding a special plant to a garden in honor of a lost loved one.
- Avoid news stories during the anniversary period that can prompt unnecessary flashbacks or feelings of reliving the event or incident.
- Take care of yourself. Make healthful decisions, and do some self-nurturing during the period of the anniversary to help you ensure a proper diet, sleep and rest, stress management and leisure time.

**Reach out to Continuum EAP for guidance on implementing any of these tips, self-care strategies or other support you may need.**



## GHOSTING AT WORK

### (Abandoning Communication)

You may have heard of “ghosting” by now. It means someone has quit communicating with you entirely without apparent cause or reason. If you've phoned, emailed or texted, and no response is received — you've been ghosted.

Ghosting has been associated with the dating app scene, but this behavior has noticeably crept into the workplace. Essentially, ghosting is abandoning communication to avoid conflict, responsibility or accountability. What fuels ghosting is using denial to cope with anxiety or awareness that you should be doing something else to face the conflict constructively.

Poor workplace communication is universally the top workplace complaint, so ghosting is the ultimate poor communication maneuver. Avoid ghosting by recognizing it as a coping strategy with serious consequences to your reputation.



## When Worry Wakes You Up

Anxiety and stress are different things, but people often are confused about their meanings. Both can contribute to wakefulness at night, night sweats and nervousness as well as sleepiness during the day. Both can also affect the part of the brain responsible for fight-or-flight response.

While examples of stress might be driving to work in the rain, arriving late for a presentation and forgetting a thumb drive you need for the presentation, anxiety is a true mental health disorder that fuels nervousness, worry and apprehension.

**If you feel like you need support, reach out and speak with a Continuum EAP professional to discover the right tools for you to use to get relief.**