

FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

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SHOULD I TRY COUNSELING?

You might be surprised at how resilient human beings are by simply considering the struggles you have made it through. But could you have overcome these obstacles faster or more effectively if you had met with a professional counselor?

This doesn't mean that engaging in counseling is easy because personal change rarely is easy; however, it can still be exciting, full of relief and life-changing. Consider counseling if any of the following are part of your experience right now:

- 1 Every day is a struggle, and your own efforts to correct or fix some unwanted set of life challenges are lingering on.
- 2 You are frustrated with a behavior or emotional reaction you haven't been able to rid yourself of. An example might be how quick you are to get angry or the inability to let go of a past hurt that prevents you from trusting others or enjoying life the way you see others do.

- 3 You are struggling with the ability to get excited about life, feel hopeful, or feel energized about a hobby or activity you once enjoyed.
- 4 You've "relapsed" or gone back to participating in some behavior you thought you'd permanently quit.
- 5 You feel overwhelmed by problems, and your constant worrying about them causes you to feel detached and distracted, unable to fully and emotionally participate in life around you.
- 6 You use withdrawing from others or avoidance of social events as a way to cope with #5 above.
- 7 You are in a relationship characterized by long-term struggle and conflict, and coping with the other person's behaviors is not improving your happiness.

Whether you need longer-term support or would benefit from brief solution-focused therapy, Continuum EAP's professional counselors are trained to assess your situation and help develop a plan of action to meet your needs. Services are free and confidential to you and your immediate family members.

SOFT SKILLS: THE ABILITY TO LISTEN

Listening well isn't just about hearing information. Listening well builds relationships. Remember this crucial role of communication and you may be motivated to do away with some of these common annoyances that sabotage relationships:

Distracting yourself — texting, picking up, straightening things — when someone is speaking.

Interrupting because you are suddenly reminded of something “more important” to say.

Showing impatience by responding to the speaker before information has been completely conveyed.

Listening only enough to grasp the nature of a problem and ignoring the speaker's need to tell the story.

Asking the speaker to hurry up and finish.

Ceasing to listen when you hear something with which you disagree, and instead start thinking of how to respond.

Does diet affect MENTAL HEALTH?

Nutrition affects mental health, and nutrients with the most effect are B vitamins, vitamin D, antioxidant-rich foods, omega-3 fatty acids and fiber. News about heart health and diet is more popularly understood, but how nutrition affects the brain is obviously as important. Does your diet suffer from a lack of these nutrients? (Talk to your doctor before considering supplements.)

Among hundreds of research findings, some have shown negative effects of processed foods before age three on a child's IQ; relief of depression symptoms related to omega-3; and fiber's role in supporting gut microbes as important to brain health. Older males may benefit by moderate consumption of nuts.

Explore more: www.binghamton.edu (search “diet mental health”)



How to build your talents

Outstanding employees (star performers) exhibit certain traits. One of them is “talent.” Talent in the workplace does not mean a person is gifted, like a violin prodigy. It means performing certain job functions crucial to the organization's mission in a predictably superior manner. Talent is so crucial that organizations aggressively strategize to find and recruit it.

Managers are often frustrated with their inability to develop talent from the ranks because of resource limitations, but don't let that hold you back. Believe that you can be talented like the star employees you know.

Pay attention to what others point to as your “knack” for doing something well.

Consider what you love doing and what seems to come easy to you. Challenge yourself to acquire added skills that grow your talent niche, and stay on the edge of your comfort zone, looking for ways to apply them. Soon you may be seen as a prized part of your organization's talent pool.