

# FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

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## RELATIONSHIPS: The secret to happiness

Many articles, books, and speeches have discussed the secret to finding happiness, but there is only one 75-year study that has attempted to pin down the answer. It's the Grant and Gluek Study, which began in 1934 and continues today.

The project focuses on the lives of two completely different groups of people — a large group of low-income people from Boston, Massachusetts, and a similarly large group of Harvard graduates. The only finding common to both groups of what ultimately brings joy is quality relationships.

Recent studies on the negative effects of loneliness lend support to these findings. Developing strong and positive relationships is a social skill that has some important ingredients. The good news is that it can be learned and Continuum EAP's counselors can help you do that.

If you're past your teens and younger years and you find your health and relationships are lacking, it can be a bit more of a challenge to fire up an active friend network. For advice on reestablishing a social life

after lots of time away from the practice of doing so, consider the book, "The Friendship Crisis: Finding, Making, and Keeping Friends When You're Not a Kid Anymore."

Source: <http://www.adultdevelopmentstudy.org/grantandglueckstudy>.

## Stress tip... PLAN FOR TOMORROW

Jotting down your to-do list for tomorrow before going to sleep tonight may help you sleep better. Surprisingly, the ritual helps you off-load thoughts and reduce worry, not stress you more about what lies ahead.

Research seems to support another often recommended productivity tip — planning ahead for the next day. This includes jotting down your schedule, deciding what you will wear, planning breakfast, and choosing the personal items you'll take to work. Starting your day with less chaos, having time and a few mini-successes, and experiencing less stress in the a.m. can help you have a better day.

Source: [www.baylor.edu](http://www.baylor.edu) [in search article: 192388]

## How to ask for LESS MICROMANAGEMENT

Micromanagement is a common complaint among employees, but most micromanagement is not malicious. It stems from a lack of understanding of how to delegate. A micromanager may actually trust you, but it's fear that keeps him or her from letting go.

To intervene, don't grow weary, stress out, or bark out your frustration. Instead, meet in private and explore the issue. If you have not done so before now, you'll discover the solution is likely good communication about each of your needs. You may need two or three follow-up discussions to achieve consistency, but a few more small progress reports from you will usually resolve the issue.

## RESPECTING personal boundaries at work

Respect in the workplace brings to mind words like tolerance, diversity awareness and bias. But disrespect has a much broader brush of issues that can impact productivity. One of them is not respecting the personal boundaries of a co-worker. Do you walk through a co-worker's door unannounced, call after hours when he or she is at home, or sit in a chair close by while the co-worker is on the phone, waiting your turn to speak with him?

Employees who appreciate the importance of honoring personal boundaries will get along better. **Here's why:** When you disregard personal boundaries, you send this nonverbal message: "I'm more important than you, so I don't need to respect your space."

All of us teach each other what our personal boundaries are and how we want to be treated. Making them known is a combination of assertiveness, diplomacy and immediacy. "I would love to speak with you right now, but I need to take this phone call in private," combines all three elements of how to establish a personal boundary.

The most important rule in maintaining personal boundaries is to practice what you preach. In other words, if you don't want people phoning after 8 p.m. to discuss a work issue, don't phone them after 8 p.m.

## Are teenagers SWITCHING TO XANAX?

Many teenagers who have been using opioids may be switching to prescription drugs like Xanax, say addiction treatment professionals who specialize in teen substance abuse. The war on street opioids, related overdose fears, and the risk of death when using fentanyl may be influencing the switch. Drugs like Xanax are often plentiful in medicine cabinets of parents and grandparents. Stealing the substances and distributing them among peers is not uncommon.

Once you are addicted, quitting Xanax suddenly can be life-threatening. Because drug-using teens often drink, using Xanax, Valium and similar drugs can be particularly hazardous. If you have been prescribed medications like Xanax, manage these substances so



they cannot be stolen. Never give your medication to your teen as a way of controlling his or her anxiety.

Keep in mind, teens more susceptible to Xanax and other benzodiazepine addiction will be those with family histories of substance abuse. If you are worried about your teen, contact Continuum EAP for help creating a plan to address your concerns and getting them the help they may need.

Source: <http://www.pewtrusts.org> [search: "Xanax"].

## Caregivers & depression

Do you care for a chronically ill person who also suffers with depression? If so, guard and protect your own mental health. Research has shown that caregivers are more at risk for depression themselves if they care for a person with depression.

And it's not unusual for caregivers to develop mild or more serious depression from the constant demands they face while providing care. Be sure to have a social support and psychological support system, and practice basic stress management skills.

October 11, 2018, is National Depression Screening Day. It's dedicated to education, reducing the stigma of depression, and encouraging people to get screened. Early attention to the symptoms of depression may help to prevent the development of a more serious depression over time.

If you or a family member are dealing with depression, Continuum EAP has resources available to help.