

FrontLineEmployee

WELLNESS, PRODUCTIVITY AND YOU!

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DON'T FEAR CRITICISM *at work*

For many, it's much easier to give criticism than to accept it. However, openness to criticism can help advance your career. This is why the "ability to accept criticism" is frequently a part of performance reviews.

Make accepting criticism easier by understanding that defensiveness is like a "mental reflex." It naturally rejects criticism. The key is mastering control over this impulse. Do so by recognizing that everyone feels defensive when criticized. ***It's inescapable.*** Recognize also that rejecting criticism and rebuffing others who offer it ensures you will get more of it.

Practice welcoming criticism. Ask for honest feedback or suggestions to improve something you are doing or working on from those around you. This can feel awkward, but it can help inoculate you against reacting negatively to future criticism.

The result is personal growth, improved performance, and a growing reputation as an outstanding, approachable worker.

NEURODIVERSITY: A word you should know

Neurodiversity refers to differences among employees regarding how they think and process information. Autistic persons and those with ADHD are examples of the neurodiverse. The world of work is rapidly seeking to accommodate and support these employees with broad programs of inclusiveness because of the strong value they bring to organizations.

If neurodiversity is new to you, read the U.S. Department of Labor's blog "America's Workforce, Empowering All" at <https://blog.dol.gov>. Learn more about accepting differences, communicating effectively, discarding stereotypes, overcoming misconceptions, and the role you can play in helping your co-workers feel valued.

STOP! SKIPPING BREAKFAST

You may have heard breakfast is the most important meal because the body needs energy and you won't perform your best if you skip it. That may be true, but a review of key studies focusing on skipping breakfast confirmed something more menacing — **increased risk of diabetes.**

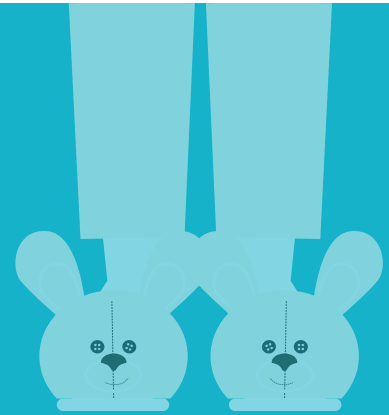
Studies have also shown an increase in heart disease for no-breakfast clubbers. With type 2 diabetes on the rise, avoid skipping breakfast. Experiment and discover the healthy foods you look forward to eating to help avoid this chronic disease.

Source: www.academic.oup.com [Search: "breakfast diabetes"]



Working from home: GET DRESSED FIRST

Do you work at home — telecommute? Be sure to establish healthy work habits. Keep a routine that starts with getting dressed and doing most of what you would normally do if you were heading out the door to work. Heading for the computer in pajamas may be tempting, but getting dressed and presenting your best self, even if alone, can help you feel engaged and energized and increase your productivity.



This dynamic of positively influencing the way you feel by using behavior is based on a principle called behaviorism, and it works. It's a more constructive way to manage mood than trying to "will" yourself into feeling positive later on when a case of the blahs hits while you're sitting in your PJs. Try it.

Making your workspace HEALTHIER with plants

A plant or two on a desk can make a healthier workspace and likely reduces stress, researchers say. This is referred to as "nature contact." Nature contact means "exposure to the outdoors or *outdoor-like* elements in a place where you live, work, or play."

Examples include taking a walk outside, having an office with a window, or enjoying plants. No window? No ability to on a whim take a walk outside? Then choose plants. Wondering how it works?

Nature contact creates several effects:

- Momentary diversion from job strain.
- Success/satisfaction at a plant's growth.
- Ownership/control over a goal-directed activity.
- Positive impact on self-esteem.
- Contrast of color and dissimilarity within an office environment.
- Visual beauty.
- A counterforce to office stress.
- A thing to nurture and wonder about.

Find "best plants for an office" with a Google search.

Source: www.ncbi.nlm.nih.gov/pmc [Search: "PMC3072911"]

Make a good FIRST IMPRESSION

Everyone wants to make a good first impression, but research shows seven out of 10 people make a

judgment call within 27 seconds — often before the other person has even spoken!

How can this disadvantage be overcome? Be aware that the "impression-time window" is short. Use a sincere smile, give direct eye contact, be a patient listener, and watch the handshakes!

With rare exceptions, handshakes are a nearly universal form of greeting. Avoid "**vice grip**" domination handshakes. They can make a negative impression equal to that of a limp handshake. The lasting memory of your greeting should not be your handshake. It's better to use a firm handshake that matches the other person's grip.

Could you be depressed and not know it?

Mental health clinics often see patients with life problems who have undiagnosed major depressive disorder. Symptoms of depression can last so long that this state becomes their "normal." Some of these patients may struggle to recall what not feeling depressed is like.

Words like **cheerfulness**, **contentedness**, **gladness**, **joy** and **hopefulness** may feel foreign and out of place.

Do these terms feel distant from your life? If so, they don't have to. Schedule a time to talk with a Continuum EAP professional. A clinician can help assess your specific situation and help you develop a plan to address this commonly untreated illness.