

FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

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World Health Organization RECOGNIZES BURN-OUT

The World Health Organization now recognizes “burn-out” as a genuine health condition in its International Classification of Diseases.

Its definition: “A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

The syndrome is characterized by three dimensions:

- 1 Feelings of energy depletion or exhaustion.
- 2 Increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job.
- 3 Reduced professional efficacy.

Sound familiar? If so, schedule an appointment with a Continuum EAP professional counselor or connect with your organization to learn about participating in our fall **Know Stress** wellness challenge.

Can you detach WHILE ON VACATION?

Do you sufficiently detach from work while on vacation? Many employees don’t maximize the health benefits of a vacation because of a gripping need to stay plugged in, despite no serious need for it.

Using self-awareness and self-monitoring, resist the desire to stay on the laptop while others head for the luau. Consider that your employer will benefit more from your refreshed spirit and renewed energy upon your return to work. For some, detachment can be a serious challenge and feel awkward. However,

in your quest for achievements, consider work-life balance one of the most important. The rewards are more quality time with loved ones, reduced risk of burnout, and experiencing the surge of creativity that follows a deserved rest.

PITFALLS of PASSIVE PARENTING

If your parenting style is too passive, you probably know it and worry about it. Fear of a child’s reaction and catering to demands can fuel defiant behavior. Help is available.

Get an assessment from your EAP, and grab this new book, “Discipline with Love and Limits: Practical Solutions to Over 100 Common Childhood Behavior Problems.” (July 2019)

You can start now to help your child practice self-control, cope with sadness, postpone gratification, and gain critical life skills they need — but don’t wait.



Saying NO at work *in style*

Saying “no” can be a strategy for managing stress, but keeping workplace relationships positive and your reputation as a team player intact are important considerations in your response.

How to say “no” if “yes” isn’t an option:

- Always avoid the terse “no.”
- Inquire about the deadline to determine if there is flexibility to work it onto your to-do list later.
- Attempt to join forces with your requester to find an alternative for the help they need.
- Avoid text or email rejections (go in person to say you aren’t available, if possible).
- Communicate openly that your refusal is not signifying your unwillingness to help in the future.

In some instances, we say no to requests because we simply don’t want to do what’s being requested. In such cases, try to avoid the “let me get back to you after checking my calendar...” This avoidance technique keeps hope alive that you will accept the task, and can make for a bigger let down later when you say no.

GET A HANDLE ON YOUR ANGER

Do you struggle to keep your anger under control by attempting to suppress your thoughts at temper-

triggering events? Suppression — consciously attempting to tamp down or block troubling thoughts is a natural defense mechanism, but it is not very efficient when solely used as an anger management strategy. In fact, it could contribute to a more explosive response of anger.

You’re missing two additional parts — learning healthy expression (talking about your feelings) and intervention skills — exercises that when practiced regularly retrain how you respond to anger cues.

Talk to an EAP professional counselor, obtain tools to help empower yourself, and experience the relief and satisfaction that come with feeling in control of how you respond to common life stressors and events.

DON'T DISCOURAGE MENTAL HEALTH counseling

How would you react to your loved one desiring mental health counseling? Would you think for a moment his or her getting help reflects negatively on you? Your opinion may weigh heavily, and lack of support could postpone getting help for years. When a loved one asks for help, play a supportive role, be empathetic, and seek guidance from Continuum EAP. Remember that for some acknowledging the need for professional help may be difficult, so do your part to stop the stigma surrounding reaching out for mental health counseling.

Buffering effects of CYBERBULLYING

Cyberbullying has been blamed for depression, anxiety, suicidal thinking, and tragically, suicide itself among youth. Research shows that the more socially connected young teens are to their parents and the more they engage in school/community events, the more resilient and resistant they are to the effects of cyberbullying on social platforms like Instagram.

Social connectedness was shown to provide a “buffering” effect among 200 youth considered at risk for bullying. Young teens least likely to be resistant to the emotional anguish of bullying were those whose primary strong connections are only peers or friends.

The recommendations: Place high value on close relationships with your teens. Reduce screen time, and keep them engaged in school-based/community activities.

Source: www.usc.edu.au [Search: “cyberbullying connectedness”]

