

FrontLineEmployee

WELLNESS, PRODUCTIVITY AND YOU!

1135 M ST., Suite 400, Lincoln, NE 68508 • 402.476.0186 / 800.755.7636 • 4continuum.com • easpecialist@4continuum.com



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DRIVING TIPS for parents and teens

33% of teenagers who die between the ages of 16 and 19 are killed in vehicle crashes, and 16-to-17-year-olds are three times more likely to be in a crash than 18-to-19-year-olds.

Here's how parents can make a big difference to reduce risk.

Start with a parent-teen driving agreement. You can find one at www.cdc.gov (search: "parent-teen driving agreement"). In addition to having conversations about your family's rules of the road, putting those rules in writing helps to clearly set expectations, limits and consequences.

You can also learn dozens of effective, tried and true ways of teaching your teen to drive safely with the information found at www.libertymutual.com (search: "coach your teen driver"). Discover how to prevent bad driving habits before they start, the mistakes parents often make when coaching teens to drive, and much more.

Too special to be an ALCOHOLIC?

The stigma of alcoholism has diminished greatly, but when it strikes home, loved ones may rush to defend the drinker, convincing themselves and others that their alcoholic is different, as evident in their lifelong employment, achievements and community contributions.

They may believe their alcoholic requires special care, handling, and an elevated respect apart from others. This form of enabling is referred to as "terminal uniqueness" by those in Alcoholics Anonymous because it results in delay in getting

treatment, allowing the illness to grow worse and, with it, the risk that the alcoholic (addict) will never recover. If you have a family member with suspected alcoholism, learn about the disease and treatment options, and rely upon those — including Continuum EAP professionals — who can guide you along the way.

WORRYING ON THE CLOCK

According to a recent Colonial Penn Life Insurance study, 20% of workers are spending up to five hours per week on the clock thinking about their stressors and worries. Therefore, worrying may be the single most costly personal and business problem, yet finding relief from it can feel so elusive.

When you worry, your mind becomes stuck in a cycle of stress as it tries to analyze, fend off, or find a solution for some threat in order to prevent its negative effect. When fears are vague and you don't have all the information, exaggerated worries mount.

Rather than suffer in this cycle, contact Continuum EAP to help find the relief your mind is failing to deliver.

Source: www.coloniallife.com/about/newsroom (search: "worry")

DEFUSE

workplace tension

Conflicts can be costly in time, energy and productivity. You can't eliminate them, but you can create workplace communication and team traditions that intervene with them sooner. The key is spotting conflicts in their initial stages of workplace tension.

Here's an example:

A co-worker on your team comes to work late, causing others to pick up the slack. Often, employees cope and adapt, and tolerate such behaviors. However, as resentments build a crisis can erupt.

Create opportunities to regularly communicate, perhaps at the end of meetings, to offer each other praise and social reinforcement and to discuss any workplace tensions. Doing so will reinforce a positive workplace, grow value within your relationships, capitalize on the power of peer influence, and allow you to feel happier in your job. Tensions may become smaller and fewer over time, but keep the tradition.

Is your body saying, “ENOUGH!”

Fatigue is a result of prolonged mental or physical exertion; it can affect people's performance and impair their mental alertness. This leads to dangerous errors, accidents and losses.

With long hours, little sleep, and skimpy nutrition, you can easily experience fatigue. But will you be aware enough to know it? Lack of sleep is often a major contributor to fatigue, but feeling tired and sleepy won't necessarily be a symptom of fatigue. Instead, you lack motivation and energy. Your body will give you signals to quit. Pay attention to them.

It's time to unplug, rest and rejuvenate when these symptoms show up:

- 1 Inability to concentrate increases;
- 2 Emotions fluctuate, especially irritability;



- 3 Conversational forgetfulness occurs — people may speak, and moments later, you won't recall what they said;
- 4 Incidences of dizziness, clumsiness, forgetfulness and misplacing things increase;
- 5 Those who know you may say, “You look sad.” (Research has shown “looking sad” is the key observation by others of those who are fatigued.*);
- 6 Increase in acne and skin irritations may appear.

*When you are fatigued, think
“SNL” — increase sleep, improve
nutrition, lower your stress.*

See your doctor or meet with a Continuum EAP counselor if fatigue is frequent so you can get a better assessment/referral as to its cause.

*www.ncbi.nlm.nih.gov/pmc (search: 3738045)