

# FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

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## GETTING YOUR Work-Life Groove Back

Commuting to work comes with boundaries between work and home that can make work-life balance a little easier.

If you are a remote worker, you have to set your own boundaries. It may not be so easy. A natural urgency to complete work or return to work may be ever-present. This dynamic can cause you to postpone “until tomorrow” things you would otherwise enjoy doing. This pattern then repeats.

If the “always on” lifestyle is undermining your work-life balance, your first awareness will be boredom and frustration at your lack of leisure or engaging recreational pursuits.

Here are some steps you can take to get your work-life groove back:

- Identify and use this awareness to plan and engage in social, recreational, family or leisure activities.
- Change your scenery and shake things up

You may discover you have more energy and excitement for your job and a more complete sense of self.

## Psychological Effects OF WAR

Many people have been affected by the stress of the Ukraine war. Helplessness, anxiety and fear can affect anyone with a personal history of war trauma or any life-threatening event.

Be mindful of overexposure to war information from social media or the news. Be cautious about accepting any story as immediately true. Take care of yourself with positive health practices and stress management exercises. If you have a family member, such as a child, emotionally affected by war news, don't discourage them from thinking about it. Encourage them to share their feelings and help them process their reaction and discuss coping strategies.

If you are from a war torn country, or have friends or family who are there right now, your reaction can be especially distressful. Every person has a different coping style for severe stress or trauma. Don't judge yourself or others for having different emotional reactions to traumatic events.

# CYBERBULLYING IN THE WORKPLACE

Cyberbullying is the use of electronic media to harass or intimidate. It can harm health, increase absenteeism and decrease job satisfaction.

Cyberbullying is different from any other bullying. Online forums where anonymity exists can make it difficult to pin down a perpetrator.

It can also be 24/7 and the digital medium of choice can be email, text or social networking sites.

Here are some things to keep in mind when it comes to cyberbullying:

- Do not take the rude comments personally nor doubt your views or beliefs.
- Understand that not everyone has your same beliefs and views. Be open and respectful to other's thoughts and opinions.
- Make a 30 second rule. After you've written something but before you post it, step away from your computer or phone for 30 seconds. When you come back, look at the message you wrote and ask yourself how you'd feel if someone wrote this to you.
- Take a technology break. Turn off your phone and computer for a night and enjoy doing something free from technology such as having a nice meal, meditating or taking a warm bath.

The number one thing to do if you feel like you are being cyberbullied is tell the cyberbully to stop. Research shows that intolerance of peers will have more influence than a corporate policy. So don't be a bystander. Be the change and make cyberbullying not acceptable. You may see less of it.



# PROBLEM SOLVING W/ Continuum EAP

Stress, anxiety and frustration — just a few of the words that may describe your reaction to some of the events of 2022.

While you can't always control the situations you face, you can control how you react to them. Sometimes an objective perspective is exactly what you need to help get you moving in the right direction.

Continuum's problem-solving conversations allow members to briefly discuss concerns with a trusted advisor, receive support and create a plan of action to help address the issue at hand.

**Taking advantage of this service is easy. Contact Continuum EAP at 402-476-0186 / 800-755-7636 and ask to schedule an appointment to speak with an EAP professional.**



## Not Enough Feedback?

Not getting enough feedback from one's supervisor is a common complaint. One solution is to ask for it.

Set aside time for a feedback meeting in an environment without distractions. Come with two or three observations about your work that you judge as positive and also a couple that focus on areas where you need improvement. Discuss the items, and ask whether your supervisor has anything to add.

This exercise will achieve maximum engagement and you will feel closer to your supervisor, feel less stressed and feel better about your job. Be proactive with communication at work. It can be a stress reliever.