

FrontLine Employee

WELLNESS, PRODUCTIVITY AND YOU!

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NATIONAL

CAREGIVERS MONTH!

November is National Caregivers Month. It's a time to recognize, support and empower family caregivers.

One of the most comprehensive sources of help is www.caregiver.org, the website of the Family Caregiver Alliance. It is an online service that provides quality information, support, and resources for family caregivers of adults with chronic physical or cognitive conditions such as Alzheimer's, stroke, Parkinson's, and other illnesses.

Sixty-eight percent of caregivers are women (aarp.org) who spend an average of 20 hours per week caring for a loved one. Whether you are a caregiver or in a relationship with a caregiver, do you know the signs and symptoms of caregiver distress?

These symptoms may include feeling overwhelmed or constantly worried, feeling tired often, getting too

much sleep or not enough sleep, gaining or losing weight, becoming easily irritated or angry, losing interest in activities you used to enjoy, feeling sad, having frequent headaches, bodily pain, or other physical problems. These symptoms can also give way to burnout.

Caregivers need physical help with tasks, meal prep, errands and chores. They especially need emotional support to help them deal with the stress of caring for an elderly person or other loved one with special needs.

Most people do not know that caregiving is one of the toughest and most stressful jobs. This is because it is characterized by high levels of "job strain." Job strain includes having high levels of stress with low levels of control over how much, how often, and when caregiving will next be required.

Continuum EAP can provide information and referrals to assist in a variety of areas related to elder care and family support. From self-care counseling for the caregiver to navigating the sea of senior living choices, Continuum has free resources available to help.

Source: www.unhealthywork.org/job-strain/definitions-and-formulations-of-job-strain/

SHOULD YOU LEND MONEY TO A CO-WORKER?

Should you lend money to a co-worker? The question has many considerations, but the most cited axiom is,

“Don’t lend money to a friend unless you expect it not to be repaid.”

A request may indicate a more serious personal problem. If so, loaning money then equates to enabling. Does your friend need other help?

CONSIDER THESE STEPS:

- Show empathy.
- Don’t be judgmental. Eliciting defensiveness will shut down willingness to accept help.
- Discuss concern for your friend. Use “I” statements: “I’d like to help, but I’m just not in a position to lend. Can we talk about the situation?”
- Have a source of help/number available, such as Continuum EAP, and offer it. While the EAP does not provide direct financial payments, they can assess your co-worker’s situation and help connect them with appropriate resources for assistance.



Alcohol & prescription drugs don't mix

Do you take medication for a medical condition like high blood pressure, high cholesterol, diabetes, migraines, anxiety, arthritis, sleep problems or a heart condition? The Centers for Disease Control is growing more concerned about the risk associated with drinking alcohol while taking prescription medications. More people are aging, many are taking more medications, and thousands of the new drugs have adverse effects if you use them in combination with alcohol, even a little bit. Pay attention to warning labels. Over 22 medications for high cholesterol may cause liver damage if combined with alcohol. Discover whether the medication you are taking has a side effect with alcohol at www.niaaa.nih.gov. (Search “harmful interactions pdf”)

Source: www.nih.gov (search “despite risk benzodiazepine use”)

Leading a meeting W/ IMPACT

Lead a meeting with these proven but unfortunately forgotten tips so you get more done, stay on topic, wander less, get more participation, reduce confusion, end on time, and have participants walking away with a “thumbs up.”

Before any meeting, mentally rehearse what the meeting is about, why it’s needed, what should be accomplished, and who the vital attendees are.



Double the impact by telling/reminding everyone the purpose of the meeting, what the results should be, and what time you are ending.

Many meetings grow sluggish with discussions between two or three members not relevant to other participants. Intervene by maintaining awareness so your meeting marches forward, while directing these smaller discussions to outside the group. Don’t end a meeting without a plan of action for any unfinished business. These tips will make you a leader who raises productivity.