

January 2021

# EAPNEWS

A worksite newsletter for employees provided by your Employee Assistance Program.



## EAP Support for Employees

Life presents us with challenges at work and at home on a daily basis. You do not have to face these challenges alone. The EAP offers confidential advice, support, and practical solutions to real-life issues.

### Your Stress Management “Urgency Kit”

There are many techniques for managing stress, but you may only be aware of a few, such as exercising, meditation, journaling, or talking things over with a friend. Experimenting with different ways of managing stress can help you discover a collection of dependable techniques that fit your life and work for you—a personal stress management “urgency kit.” Try these quick, “on the fly” stress management techniques to see if they qualify for your kit. 1) Peel an orange. Studies show the smell of citrus can help reduce stress; 2) take a walk in green space; 3) listen to classical music for five minutes; 4) drink black or green tea; 5) try a guided imagery exercise using all five senses; 6) declutter your desk; 7) spend ten minutes in the sun. Discover a thousand ideas in the book *Simplicity: 1,000 Ways to Reduce Stress and Simplify Your Life* by Glen Mizrahi.

### Are You Glamorizing Overwork?

Stressed? Ask yourself if you glamorize work. There is nothing glamorous about working yourself into the ground. Chronic overworkers can suffer from cardiovascular problems like high blood pressure and a cardiac event. Those unable or unwilling to draw the line between just enough and too much on-the-clock activity are also more prone to depression and anxiety. Overworking does not make you more valuable, although this association is often learned from parents or caregivers. Likewise, overwork does not beat quality as an indicator of doing a great job. For a healthier you, focus on accomplishments, rather than overworking. You may still work some long hours, but they will be fewer. Set boundaries, but if it's too difficult, consult with an EAP professional. Soon you will point to the success of your accomplishments, not the hours you rack up.

### Coping with Cabin Fever and COVID-19

Now that we are into a brand new year, many are still worried about traveling or being able to visit with family and friends while maintaining safety precautions during COVID-19. Many of us are still trying to find ways to better cope with having to spend so much time close to home. Cabin fever can set in. You may feel trapped, bored, depressed and irritable. Here are some ideas that may help you and your family cope: 1) Try to Stay on a Regular Schedule. Having a normal routine may help you and your kids feel better. It's a good idea to have a set time for schoolwork and a limit on screen time. 2) Connect with Friends and Family. A call, text, or video chat may help you feel less alone. You could try a virtual family gathering, meet-up or game night. 3) Find Healthy Ways to Deal With Your Emotions. Think about what works for you. If anger or frustration overwhelms you, remind yourself to stop before you act. Everyone is feeling stressed. If you're struggling with feeling sad, depressed, or anxious, you may need more help. Remember the EAP is here for you.

## Make Your Goals Happen in 2021

Those who succeed in accomplishing big goals often practice similar behaviors. Since “like behaviors” often produce “like effects,” consider the following: 1) Write down your goal and action steps to accomplish it. 2) Evaluate changes needed in your life to facilitate realization of the goal (e.g., creating a new routine that produces massive action). 3) Create methods to make the goal “top of mind.” You have many goals—important, urgent, big, and small. Each competes for your time and attention. So, preventing defocus and distraction is critical to keeping your goal ever present. If focus does not happen, you risk losing the momentum created the day you decided on your goal. 4) Act on tasks during the time of day when you have the most pep. Many goal-slayers start early in the morning and practice an early-to-bed, early-to-rise routine (the “5 a.m. Club”). If you’re nodding off while working, it’s likely that you haven’t figured out this step. Getting up early helps curb procrastination and provides precious time early, even on weekends, without interfering with work-life balance or risking burnout. Energy, ideas, answers, and motivation are often found in social groups, so hanging out with like-minded goal seekers can be helpful, and those who want to win can keep you focused, but avoid open-ended groups that lack structure and purpose. 5) Reward yourself at incremental steps and measurable milestones along the way.

## Have a Workplace Injury-Free Year

Approximately 5,000 employees die from workplace-related injuries each year in the United States. The “fatal four” (not including automobile accidents) are falls, electrocution, being struck by an object, and getting caught “in between.” These awareness tips can help ensure you don’t become a victim: recognize hazards, use proper safety equipment, maintain a safe distance, respect barricades, correct an unsafe situation without delay, monitor a huge or heavy moving object, get the proper training, avoid rushing, and don’t shortcut safety measures. And if the thought “Should I stop what I am doing and go get the proper safety equipment?” crosses your mind, do it! Statistics: U.S. Bureau of Labor Statistics.

## Stalking Prevention Month: Yes, That’s Stalking

Stalking is “repeated unwanted attention and harassment directed at a specific person causing him or her to fear harm.” Stalking is a crime. Although similar definitions exist in every state, unfortunately many perpetrators ignore or incorrectly “compare out” of the definition. They believe whatever they are doing isn’t stalking. Many behaviors can constitute stalking, including unwanted contacts via social media, sending unwanted gifts no matter how well-intentioned, contacting the victim’s friends, hiring an investigator, or even going through the victim’s garbage. Could your behavior constitute stalking? Learn more at [LegalDictionary.net](https://www.legaldictionary.net/search/stalking) [search stalking].

## Being Positive May Reduce Memory Decline

Positivity or demonstrating an optimistic attitude has always been a valuable workplace trait in employees. Many research studies have examined its benefits on the bottom line, its ability to favorably influence others, and its affirming effects on general health. Now research shows its benefits for helping prevent memory decline as we age. Positivity is learned, and optimism is a teachable skill. A simple online search will show hundreds of tips on how to develop a more optimistic disposition. Your EAP can also help, especially if depression or other life circumstances feel like they are robbing you of your ability to feel positive. [seep.northwestern.edu](https://seep.northwestern.edu) [search “positive memory decline”].



## Lunch + Learn Webinar:

### What Stress and Diet Have In Common

In this session, we will learn how to differentiate between normal and chronic stress. We will also uncover the effects of chronic stress on our hormones and body weight. We will look at what nutrients your body needs when you are “stressed out” and, finally, learn some great stress management strategies.

**Register** for this month’s webinar.



## College Corner

\$1.7 Trillion! That is the magic number. The TOTAL debt related to financing college. Between parents and students, interest not included, that number increased by \$87.5 Billion last year! Are you or your employees struggling with this debt?

Saying “15 minutes can save you tens of thousands of dollars...per year”, is borrowing a slogan, but certainly very achievable. Would you like to minimize your debt or avoid it altogether? Finding the “right” college is a major challenge. Too many go after “name-brand”, popular schools, overlooking opportunities to get the best education at the best price.

Planning for, and paying for college is stressful. Did you know that your EAP has a resource available to help you avoid this stress, and to help lower your out-of-pocket expenses and potential debt? Simply go to the link to arrange a free 15-minute consultation. See if the IBH College Planning Program is right for you: <https://my.timetrade.com/book/N62GH>.