



Your EAP

Your Employee Newsletter

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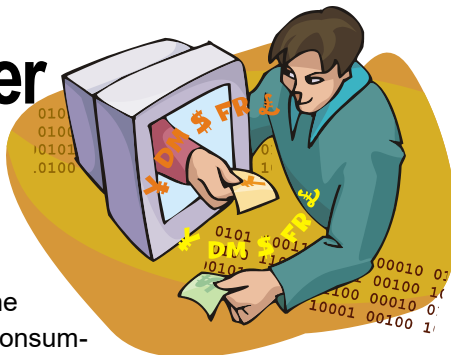
May is Mental Health Awareness Month

Every year millions of Americans are diagnosed with mental illness, including anxiety. Approximately 40 million American adults, or about 18.1 percent in a given year, have an anxiety disorder. Here are a few tips for coping with anxiety. Take a deep breath—this helps activate the body’s relaxation response. Challenge your thoughts—ask yourself if the worry is realistic, is it really likely to happen. Use calming visualization such as picturing yourself in your favorite park or on the beach. Focus on what is happening right now—this will improve your ability to manage the situation.

Compassion Fatigue: Don't Wait to Feel It

Compassion fatigue is a syndrome similar to burnout that includes physical, emotional, and spiritual depletion. In work settings, it is usually associated with nursing and direct care of those suffering with medical, emotional, and emergency health issues. Few professionals believe from the outset that they will ever fall victim to compassionate fatigue because it’s counterintuitive—a profession of helping others is supposed to bring joy, not pain. A scan of the literature shows common themes of self-care and self-awareness, or seeking work-life balance to fight symptoms. What gets less attention is upstream preventative maintenance to remain at low risk. As with most health and wellness issues, we tend to wait for symptoms to appear before taking action. Reduce your vulnerability to compassion fatigue by taking proactive measures. Realize that prevention is not a mind-over-matter exercise. Your enthusiasm and commitment help, but they will not sustain you and insulate you from the effects of repeated exposure to acute-care medical trauma and suffering. Find compassion fatigue workbooks, exercises, and loads of insight by searching “compassion fatigue” at any online bookstore, and avoid losing the love of what you do best.

Consumer Scams Central



There’s no end to the number of scams consumers fall prey to each year. Since forewarned is forearmed, having access to an ongoing source of intelligence about the latest consumer scams might prevent you from becoming separated from your money. The national Better Business Bureau has created a one-stop source for information on scams. If you happen on a business, consumer, or Internet offer that seems suspicious or too good to be true, visit <http://www.bbb.org/us/scams>. You might find it listed.



Tips for Avoiding Ravenous Hunger

Eating Several Smaller meals during the day could help you lose weight and rescue you from low blood sugar, the trigger for those cravings that send you rushing to a fast-food restaurant at lunch or on the way home from work. Get yourself a lunch box and put in it a frozen cold pack along with foods like carrots, celery sticks, grapes, cherries, dried fruits, almonds or lower-fat nuts, and a piece of cheese. Chances are you've heard of this strategy; now you know how to pull it off. Try it for a week and notice the results.



Show You're Confident

Confidence is the belief in oneself or one's abilities.

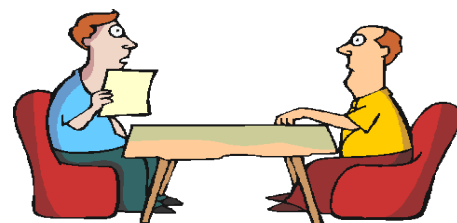
We don't always feel confident in what we are facing, but there is a way to feel and appear confident in job interviews, oral presentations, sales pitches—almost any personal challenge. The secret is taking the focus off your awareness of feeling deficient or lacking in ability and shifting it to the people or situation in front of you. How? Ask yourself questions that cause you to shift your focus: Think “What does this person need?” or “What are these people's needs?” or “How can I discover what's important to them?” or “What do we have in common?” or “What is the mood of my interviewer or audience?” Any question that helps you discover more about what you're facing changes your behavior and positively alters the way you look, speak, and project confidence.



Avoid Teaching Emotional Eating

“Comfort food” — it has a pleasant, inviting sound to it, but it refers to the inappropriate use of food for purposes other than to satisfy nutritional needs or hunger. Research has shown that weight gain is strongly associated with emotional eating, even more so than with any other lifestyle factor. Tying emotions to food can happen quickly and be reinforced unwittingly. What did you learn about food and feelings growing up? Are you passing the “use food for comfort” message to those you love? Boredom, anger, depression, happiness, loneliness, stress, and resentment are common feeling states that trigger emotional eating.

Feedback Works Both Ways



Employees blossom with positive feedback from bosses, but this works both ways. Don't hesitate to give your boss positive feedback when things go right. You'll nourish a more effective and rewarding relationship and contribute to your own job satisfaction by reinforcing what works. Bosses have a powerful effect on employee happiness, so help them out by keeping the communication flowing. Don't underestimate your role in nurturing a powerful and constructive relationship with your boss. The secret is reciprocity and mutual respect. You may be subordinate in the hierarchy, but what you say and think matter.