

Testimonials

Here are some quotes from employees who recently called on CONCERN for a Counseling Consultation:

“Polite, understanding, kind, very helpful and patient. It is a wonderful resource to have in a time of need.”

“The EAP services helped me a lot. I really appreciate the fact that my employer offers these services. It shows that they really care about their employees.”

“I really appreciated your compassionate staff and their demeanor when I called. The clinical manager I spoke to was amazing at making sure I was taken care of and found a counselor for me who fit my needs.”



Tips for Success

Using Your Breath to Manage Stress

Controlled deep breathing is standard in stress management training, and knowing why it works can have you using this technique more often. One reason deep, slow breaths work so well is brain physiology. The key to reducing stress is the relaxation response – we cannot experience anxiousness, the effects of stress, when we are relaxed. When you deep breathe, you activate a different part of your brain to control your chest muscles, redirecting the effects of the amygdala, the part of your brain that triggers the “fight or flight” reaction to stress. Your awareness of what’s going on with your body improves instantly, setting the stage for calming and increased relaxation. Deep breathing is a direct, physiological intervention. This is what makes it more powerful than other relaxation methods that are often misperceived as effective, such as stress eating, smoking, plopping down in front of the TV, or drinking alcohol. Deep breathing is appropriate anytime, but especially when you notice that you are under stress. Monitor the frequency of your attempts at stress management breathing to increase the frequency of its use.

Soft Skill to Know: Being Cooperative

Are you a cooperative employee? It’s not a simple question. For example, are you able to hold back pointing out the flaw or spotting the shortcoming in a project or process and instead listen to others, join with the team, and play a crucial role in an activity at work? When an idea is first presented may not be the best time to point out problems. Instead, wait for a more appropriate time. Check yourself, gauge the environment, see the larger purpose, and participate in an organizational effort to make needed improvements. If you are bright, keen on taking action, and a great organizer or leader, holding back may be difficult, but these skills in self-control are the sign of a mature employee. Skills at cooperation show others that you are also self-disciplined, empathic, self-aware, and patient. All these traits, which are linked to cooperation, help make being cooperative a highly valued soft skill for your career.

Don’t Sit On Your Talents

Do you like dreaming up new ideas, spotting new business opportunities, imagining the possibilities, seeing unmet needs, and building a team? Do you take initiative on the job to undertake something new without being asked? Are you the courageous sort, unafraid to think outside the box? These traits demonstrate an entrepreneurial mindset. Share your awareness with your boss. Let him or her know about what makes you tick and then seek opportunities to match your desires within the work organization. Your organization needs your talents, and these strengths are assets that could propel your career where you want it to go.

Workplace Cubicles: Civility and Courtesy Tips

Do you practice common courtesies with cubicle coworkers? Rules to consider: 1) Remember, you have neighbors. Be self-aware regarding speech topics, tone, and volume. 2) Cubicle workers often complain about disruptions. Minimize them by agreeing to practices that reinforce everyone's role as a gatekeeper in maintaining an effective work environment. 3) Use staff meetings to discuss the cubicle environment and add to or amend your traditions. 4) Be sensitive to a coworker's body language that may indicate annoyance with things like unannounced appearances at their cubicle to discuss issues. If in doubt, ask. Cubicle stress must be managed and has been depicted in comic strips and feature films. Ironically, the inventor of the cubicle, George Nelson, became its fiercest critic. **Source: George Nelson: "The Design of Modern Design" (MIT Press)**

Got a Staircase and 30 Minutes a Week?

Research keeps showing us how little exercise is needed to maintain health. The one consistent finding: You need some. A McMaster University of Canada study screams "no more excuses," claiming that a bit of stair climbing can do the trick. Stair climbing has already been shown to provide health benefits, but scientists wanted to know how little was actually needed to achieve measurably improved cardio-respiratory fitness. A total of only 30 minutes per week is all it takes. You should see your medical doctor and obtain approval prior to beginning any exercise program. **Source: <http://dailynews.mcmaster.ca> [Search: "no time for gym"]**

"Stop the Bickering!"

Bickering is the word for the petty disputes you experience with another person, especially a loved one such as a spouse, partner, or best friend. To bicker is human, but a frequent pattern that sabotages the pleasures of a relationship you both value needs a fix. Try this intervention: 1) Accept that quarreling is a problem and that you want to dramatically reduce it. And first agree to avoid bickering about who is more at fault for it! 2) Participate in a 10-minute exercise together, listing as many adverse effects of bickering as possible. Include both visible

effects, such as negative effects on children, and invisible effects, such as coping methods, negative self-talk, isolation, reduced intimacy, wasted time, withdrawal, recuperation time, resentment, even your reputation as the "Bickersons." Write fast, and get it all down. 3) Practice with a behavioral change log. After the next bickering event, record the topic, how long it lasted, what you did well to end the bickering, what you can do better next time, and especially anything you learned or insights gained. After one week, share your experiences. Making major behavioral changes (new habits of communicating) will take four to six weeks. If things stay rocky, contact CONCERN to request counseling and bring your notes for a speedier counseling experience.

Study: Ace a Test

Need to recall information you studied to ace a test? A study conducted at Baylor University discovered that students who are given information and then tell someone about it immediately recall the details better and longer—a strategy that could be a plus come test time. To use this technique effectively, study the material then immediately turn to another person and attempt to restate what you just read or learned. (Just reading what you learned to another won't do it.) Then study the material again. The discovery was identified in research conducted by Melanie Sekeres, Ph.D. **Press Release: baylor.edu [Search: "ace a test"]**

Nationwide Teen Cyberbullying Survey Reveals Insights

A new study on teen bullying surveyed 5,600 children between the ages of 12 and 17 years old. The study addressed various forms of bullying and cyberbullying, "sexting," and dating violence. Thoughts of suicide, deviant behavior, resilience, and ability to cope were also examined. A few findings: Girls are more likely to be bullied online, and eighty-three percent of those bullied online are also likely to be bullied at school. Insight: Bullying at school is often not reported to parents. However, if you discover your child is bullied online, the chance that they are being bullied at school is very high. **www.cyberbullying.org [Search: "2016 cyberbullying data"]**

Employees and eligible dependents can request CONCERN: EAP counseling and work/life services 24/7 by calling or visiting our website.

Call: 800.344.4222
www.concern-eap.com