



FrontLine

Employee

Wellness, Productivity, & You!

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Coworkers and Grief

When a coworker experiences a painful loss, you naturally want to say and do the right thing – but what? Employees who have experienced significant grief offer this advice for coworkers:

- 1) Be yourself. Don't make "feel better" statements such as "just be strong" or "I know how you feel," etc.
- 2) Don't let your own feelings of fear and helplessness cause you to avoid the coworker in grief.
- 3) Acknowledge the loss, but don't try to "fix it."
- 4) Grief and loss increase our awareness for the importance of human relationships. Use this awareness to feel closer to coworkers and remove barriers that make work more difficult.

More Than the Blahs?

Everyone has normal ups and downs. The downs are called the "blues" or the "blahs." If you are wondering whether you might be depressed, ask yourself one key question: "When was the last time I really laughed and enjoyed myself?" If it's been too long, you might be depressed.

Depression is a highly treatable illness as real as an ulcer or high blood pressure. Unfortunately, only about one in five people will seek help for depression. Being screened for depression only takes about five minutes. You can feel good again! Learn more by calling EASE.

Office Wake-Up Exercises



Feeling drowsy at work, but can't leave the office for a stretch? These isometric exercises might perk you up. Try each one time for 6 seconds using gentle pressure. (Heart patients should always consult with their doctor about any exercise program.)

- 1) Stand with your back against the wall. Allow the arms to hang downward at the sides. Turn hands toward the wall and press the wall with the palms, keeping the arms straight.
- 2) Stand up. Rise up on the toes. Come back down on the heels while raising both the toes and the balls of the feet.
- 3) Clasp your hands together close to your chest with your elbows pointing out. Press the hands together firmly.

Employees Ask About the EAP (Employee Assistance Program)

Q. If I call EASE (EAP) to ask a personal question will they keep my phone call confidential?

A. Yes. Even if you do not visit EASE, we will keep your telephone call confidential in accordance with confidentiality laws and our organization's policy.

Internet Got a Hold of You?

A new problem is being faced by many people at home and at work – compulsive use of the Internet or “on-line addiction.” The biggest hurdle to getting help is denial. On-line addiction can lead to social, occupational and financial problems.



Employers are growing more concerned about the amount of time that employees are spending on-line. A recent survey reported that one-third of U.S. workers are monitored on their on-line activities by their employers. Seek help from EASE if you answer “yes” to one or more of the following questions.

- 1) Have you ever seriously considered the question, “Am I losing control over how much time I spend on-line?”
- 2) Do you find yourself making promises that you fail to keep because you are spending too much time on-line?
- 3) Do you sometimes feel guilty about how much time you spend on-line or how much money you have spent on-line?
- 4) Do you use the computer and any on-line activity to soothe or manage feelings of anger, sadness, depression, boredom or other undesirable feelings?
- 5) During breaks at work or home, or between chores, work duties or other activities, do you seek to get on-line to trade options or stocks, view pornography, gamble or visit chat rooms?

The Feedback Sandwich

Sure, it can be tough giving constructive feedback to a coworker. That imagined look of shock and fear at how life at work afterwards will be forever changed can be difficult to bear.

Make it easier with a “feedback sandwich.” Here’s how: First, validate your coworker in a positive way. Say something good. Second, give the hard-to-hear feedback you think needs to be heard. Third, end on a positive note with feedback that validates your coworker’s value. Example: “Mary, you do such a good job in front of a group. You might want to reduce the number of ‘hum’s’ when you speak. Otherwise, as usual, you did a super job with that presentation.”

Burnout

Burnout is a state of near exhaustion from work or work conditions. Although not a medical diagnosis, common symptoms can be self-diagnosed and signal a need for help.

Check yourself for these symptoms:

- 1) Chronically tired with a lack of energy.
- 2) Nothing motivates you. You “go through the motions” feeling as though you are on automatic pilot. You sleep more.
- 3) Your performance deteriorates with missed deadlines, forgotten details and commitments.
- 4) You have reached the point where you don’t care about “getting it right.” Your attitude has become detached, uncaring, or “so what?”
- 5) You see the “downside” of everything or are cynical. You are losing faith in coworkers and others around you.
- 6) You no longer tolerate other people’s small mistakes and feel impatient and irritable. You would just as soon work alone and eat lunch by yourself.

Free Meds!

Even a senior citizen with a moderate pension could be seriously strapped if medications are hundreds of dollars every month. Millions of dollars in free medications from most pharmaceutical companies are available to qualifying persons.

Qualifying is easier than you might think. You don’t have to be poor. So, where do you turn? Fortunately, a national non-profit organization and a one-stop shop for answering this question now exists.

The Medicine Program can help (www.themedicineprogram.com.) A refundable \$5.00 application fee is all it takes. The fee is refunded if you don’t get free medications!

