



# FrontLine Employee

Wellness, Productivity, & You!

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## Bullying: Back to Basics?

Recently, national attention has focused on the age-old problem of children and bullying. Research still shows that only 4% of playground bullying incidents on a typical day include adult intervention. The most successful intervention, according to national author, consultant, and school guidance counselor Stan Davis, is "Clear expectations combined with swift and severe consequences for the child who bullies.

With anxiety from consequences in place, add immediately education and counseling to teach the child to get his or her needs met in more effective ways." According to Davis, a comprehensive approach to the problem will work. *What doesn't work:* informal counseling including serious talks, requests to apologize, asking why, pleading, and expressions of frustration by adults.

## I Can't SLEEP!

If you use alcohol to help yourself fall asleep at night, you may have wondered why you regularly wake up several hours later, restless and unable to slumber. Alcohol sedates your nervous system; however, your body awakens after this effect wears off because your nervous system is irritated.

Your body is experiencing a type of withdrawal reaction. Taking another drink makes the problem worse and can interrupt your brain's ability to dream effectively. Feeling chronically tired is the result.

## Eldercare Needs Everywhere

Q. My father, who is 84, is having memory difficulty. Can the EAP assist me in finding someone who can conduct an evaluation? He lives far away.

A. Yes, the EAP can assist you with finding a source of help. Although your father does not live with you, you are facing the problem of finding services. This makes it appropriate for the EAP to help you. Eldercare issues faced by adult children are increasing dramatically. EAPs are ready to help.

## Intimacy Power



When was the last time you really practiced vulnerability to get more bonding power in your relationship? Discover something new by taking turns answering these questions with someone you really care about:

- I am most content when\_\_
- My hopes and dreams for the future are\_\_
- I like myself most when\_\_
- I like myself least when\_\_
- My greatest fear is\_\_
- I feel disappointed when\_\_
- People think I am\_\_
- I value most\_\_
- One negative trait about myself is\_\_
- One positive trait about myself is\_\_.

## Uterior Motives: Hidden Meanings

Do you have the uncanny ability to know the ulterior motives and hidden meanings in your coworker's otherwise benign behaviors and statements? This ability (frequently a symptom of a problematic coworker relationship) results from ongoing conflict. As a result, employees attach imagined (usually negative) meanings to behaviors or statements that validate the conflict.

This pattern can be difficult to stop because it reinforces itself in a continuing cycle. Your first step is to sit down with your coworker and acknowledge the pattern. Next, start using a communication skill called "checking." Checking seeks a more productive relationship by asking for clarification about the further meaning of any statement or behavior in order to discard its misinterpretation. The focus is on keeping the relationship healthy because anything less is painful and distracting.

## Putting Off... Procrastination



Procrastination is part of the human experience, but you might want to feel a little less human if you were scrambling on April 15th to get your taxes done.

The objective of procrastination intervention is to act sooner. Here's a technique that works if you act as soon as you create a sense of urgency from the exercise:

- 1) Get two 3"x 5" cards.
- 2) Choose your action goal and step.
- 3) Write for five minutes non-stop recording whatever comes to mind that is negative and painful if you don't act now. Talk while you write.
- 4) Do the same thing for five minutes, recording positive pleasurable results of acting now.
- 5) Take the first step before you lose the feeling of urgency you just created.

## Teaming With Your Supervisor



Here are some tips that might fix a bump in the road before it becomes a pothole.

1. Keep track of your successes. Like most people, supervisors can't remember everything. Offer a list of accomplishments for your supervisor to consider a month before your evaluation. This improves the chances you will get credit for your work and not feel resentment for successes overlooked.

2. Don't be a stranger to your supervisor. Stay out in front, making a point to involve yourself in work while discovering what your supervisor values most.

3. Ask for positive feedback if you don't get it. Sure, it's tough to ask what he or she thinks of your work, but notice your attitude when the feedback is positive. Don't treat a supervisor like a parent, expecting him or her to understand your needs through intuition. Use negative feedback to work toward a higher standard. Ongoing difficulties may signal a need for assistance from the EAP to help you consider how to improve your relationship.

## Fun Is Coming

Remember the lift you had during the week just before you went on your last vacation? You can get a little bit of that every week and manage stress more effectively, by deciding by Tuesday each week, what you are doing for fun during the coming weekend. Even something small, such as knowing that you are going to a movie with a friend, can create an image for distraction. Your mind will automatically shift its focus to this image at the most stressful moments. This relieves stress. What are you looking forward to?

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EASE can help. For confidential assistance, call (800) 654-9778 or visit our website [www.easeeap.com](http://www.easeeap.com)