

THE FRONTLINE EMPLOYEE

Wellness, Productivity & You!

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Don't Go Prehistoric!

When faced with conflict in the workplace, employees can be naturally inclined to use the wrong reflexes because of our “fight or flight” response instinct. (Humans are naturally inclined to fight an enemy or run from it.) This natural impulse results in a win-lose mentality that perpetuates conflict rather than resolving it. Employees can intervene quicker with conflict by paying attention to relationships and acting sooner to resolve differences before they become difficult conflicts. A key step to making this happen is getting past the “bad person illusion”, another natural response to conflict that can lead us to view others as either all good or all bad. Contact EASE for some *modern day* help.

Managing Differences (MTI 1999)

Back Support Belts?

Home Depot was the laboratory for a six-year study that showed conclusively that lower back injuries could be reduced by one-third when employees used back support belts. One of the myths dispelled by the study was a concern that employees who wore back support belts would tend to believe that their backs were invincible and that this would cause them to take bigger chances at lifting too much weight thereby increasing the number of injuries. That, however, was not the case.

Source: Southern California Injury Prevention Research, School of Public Health, University of California, Los Angeles

Dive into Your Health Insurance

Take another look at your health insurance plan. You might be missing some great benefits. For example, many health insurance plans will pay for a nutritionist. A referral from your primary physician might be all it takes to get the same or better dieting help than you get from the popular weight loss center not covered by your health plan. This could save you a lot of money — which you can spend instead on the new clothes you will be buying!

Keeping Your Arteries Flexible



The February 2002, *American Journal of Hypertension* reports that people who walk more as they get older have less hardening of the arteries. Research at the University of Pittsburgh indicates that the walls of arteries naturally wear out with age because of the heart beating and circulating glucose (blood sugar) over the decades. This activity naturally damages arteries, causing them to stiffen. Exercise brings your resting pulse rate down and reduces the negative effects of glucose circulation. (Athletes are known to have very low resting heart rates and less hardened arteries.) Without exercise, even a well-balanced eater could be susceptible to diabetes and hardening of the arteries. Inactivity might be more of a killer than a bad diet!

Do You Have a Success Phobia?



Now that you are past the fear of failure and are taking action to succeed with your personal goals, your next challenge might be overcoming the fear of success. A close cousin to the fear of failure, which sabotages motivation to take the right action, fear of success sabotages goals with the wrong actions. The reasons, however, are the same — the belief that what is desired is unachievable.

Fortunately, intervention strategies abound to tackle this natural foe. See your EAP for professional help or coaching if you are tired of the following symptoms of self-sabotage: procrastination or perfectionism, avoiding risks with promising rewards, feeling as though good things will not last, feeling unable to make a decision in pursuit of a goal, excessive worry about mistakes you haven't made yet, repeatedly forming relationships with the wrong people, blaming yourself for things that go wrong rather than taking action to obtain a better outcome, and spending more money than you earn.

Kid's Food Flops

Last year you cut down on giving French fries and soda pop to the kids. Consider adding more foods to the list. According to many diet experts the following well-known foods fall into the worst-of-the-worst junk category: toaster pastries, juice-flavored drinks, rolled-up fruit ribbons, doughnuts, chicken nuggets, and regular hot dogs. The common problems: poor nutrient values and/or high fat content.

Feeding Your Child for Life Long Health,
(1999 Bantam)

Where There's Smoke...



Last fall, the U.S. Department of Health and Human Services (HHS) released information on smoking, teenagers, and drug use from the *2000 National Household Survey on Drug Abuse*, but much of it was not widely reported. When surveyed, about 1 out of 20 teenagers who did not smoke cigarettes used illicit drugs in the last 30 days, compared with more than 8 out of 20 teenagers who did smoke. Other studies support the findings. Also reported was that youth were four times more likely to use marijuana if they believed their parents wouldn't disapprove of their using it once or twice.

Maybe You're Just a Work Enthusiast!

"Workaholic" is a familiar term to most people, but researchers accept no common definition yet. A recent research study, however, cites three distinct workaholic patterns. If you are worried about your work hours, taunting by others, and the inability to "put your work down," ask yourself which one of the following work patterns you exhibit: 1) *Workaholics* score high on how much they work, feel driven to work, but do not experience much enjoyment. 2) *Work enthusiasts*, score high on how much they work and high on their enjoyment. However, they do not feel driven to work. 3) *Enthusiastic workaholics* score high on all three components — spending a lot of time on work, feeling driven to work, and experiencing a high level of work enjoyment.

So, not all workaholics are created equal. Regardless of what pattern you display, it might be time for better work-life balance if any of the following problem signs exist: Workaholics in trouble are driven by perfectionism, experience greater stress, and report more physical health symptoms. They experience an irrational commitment to excessive work. Workaholics are unable to take time off or comfortably divert their interests. Spending discretionary time in work activities, thinking about work when not at work, and working beyond organizational requirements are common patterns. These workaholics desire a work-life balance, but only imagine taking steps to achieve it.

Workaholism: Definition, Measurement, and Preliminary Results;
Journal of Personality Assessment, Volume 58.



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