

## Working With EASE

**EASE, your employee assistance program, is a free and confidential counseling service which provides:**

- 24 hour a day access to licensed counselors at: 800.654.9778.
- Free individual, couples or family counseling for employees and their dependents.
- Information and resources on our Web site: [www.easeap.com](http://www.easeap.com).



### *Don't Overlook Career Counseling*

**Don't think career counselors** are just for people who are looking for another job during a period of personal uncertainty or after experiencing a downsizing. In fact, career counselors do much more—and they can help you *and your employer*. These professionals can help you understand your strengths and limitations in a new position you've just acquired; help you explore the best career path to pursue with your current employer; assess your skills, interests, and work-related values; and give you general advice on how to move up the corporate ladder. Many communities have career counselors, but your own employer might have internal resources too!

### *Depression By the Numbers*

**Don't simply wonder how severe** your symptoms of depression are—find out! Depression can be assessed using highly reliable screening tests that can score the severity of your symptoms. You can then make an informed decision to get help. The most popular screening instrument is the Beck Depression Inventory. It includes 21 questions that take about five minutes to answer. The EAP can assess your status quickly, or can easily refer you to someone who can use the Beck or a similar screening instrument. Many diseases have clear stages of severity, and depression is one of them. That's good news. As with many other illnesses, it's easier to treat depression when you catch it early. When it comes to depression, “do it by the numbers” so you can win back your health.

### *Putting On a Positive Attitude*

**If you struggle with a negative** attitude on the job, waiting for management to “lower the boom” or to be confronted by coworkers who are weary of your conduct is not the best way to get motivated to make changes. How many of the following scenarios describe you? 1) Negativity has found a home with you—it frequently overshadows your communications with others. 2) Recurring negativity gives you a feeling of control—a way to fight back against unresolved issues on the job over which you have no control. 3) Others (at work or at home) hear your complaints over and over—and you find yourself repeating things you've said before to new listeners. If any of these rings true, then it's time to make adjustments that will make your attitude more positive.

### *Overboard with “Role Overload”*

**Role overload, in a nutshell**, is having too much to do in the time available to do it. It can be associated with single parenting, caregiver responsibilities, or simply the pressures a person experiences with the combined demands of work and family. While there is nothing new about this common complaint, there is growing interest in bringing some relief and work-life balance solutions to those who experience it. Both American and Canadian researchers are concerned about the phenomenon of role overload, its implications for burnout, and its effects on personal health, safety, risk management, productivity, and child development. Important assessment issues for “overloaders” include the following: 1) No matter what you do, the pressures of your responsibilities never allow you to feel caught up. 2) You feel isolated—as though you are the only person you know experiencing this type of pressure in your life. 3) You have no personal time or place to be alone, not even for a brief period of rest. 4) Family relationships are suffering because there is never any time to stop and enjoy them. 5) You are constantly angry. 6) You regularly experience sleeplessness and worry. 7) You have anxiety over facing the demands of each new day. 8) Your coping methods have become destructive—overeating, using drugs or alcohol, or even shopping compulsively. Talk to the EAP and devise an intervention or support plan.

### *Staying Safe at Your Late Night Job*

**Don’t get complacent** if you have never experienced an incident of violence at your workplace. Follow your organization’s safety and security rules, especially if you work in a retail position at a late-night business. The Occupational Safety and Health Administration (OSHA) says the highest percentage (48 percent) of workplace homicides occur in late-night retail establishments. The most frequent incidents occur at gasoline service stations, liquor stores, jewelry stores with late hours, and food and beverage places. Be aware: your riskiest month is July. Employees at highest risk include front desk and sales counters, stock handlers, and sales supervisors/business owners.