

FRONTLINE EMPLOYEE

Fall 2017

MIIA Employee Assistance Program

800.451.1834

Available 24/7

Confidential Counseling

- Addiction
- Anxiety
- Depression
- Family Issues
- Grief/Loss

Resources & Referrals

- Legal
- Financial
- Child Care
- Elder Care
- Work/Life

Stress Management

- Personal Concerns
- Professional Issues



In this issue:

- Depression Awareness
- Mindful Communication
- Helping Someone Addicted
- Detachment: Letting Go

Subtle Signs of Depression

It's easy to dismiss dips in mood, sleep issues, or suppressed appetite. But these could be subtle symptoms of depression. People with mild depression are six times more likely to slip into major depression. So, if you notice these types of symptoms, or others like sadness and waning interest in activities lingering for a couple of weeks, see a mental health professional or your EAP. Major depression can have long-term effects on your body, even contributing to dementia and heart problems.

A short assessment takes only a few minutes and it could help confirm or rule out the diagnosis.

Mindful Communication

Fast communication is not always meaningful and effective. So, should you pick up the phone or meet in person to discuss that important issue with your coworker, colleague, boss, or customer? It could make a difference in your getting the job, smoothing over a conflict, explaining a mistake, or getting the sale. This is called "mindful communication"-- choosing the right communication method. That might be text, but be *mindful* about it. Communication "tools" include voice, tone, appearance, and nonverbal behaviors. These resources—and those of your counterpart—may be what delivers the message most effectively. The meaning of your communication is found in the response you get back. If it is not what you want, switch methods.

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Helping Someone Addicted to Opioids ...or Other Drugs

An opiate addiction health emergency exists nationwide. Here's how to help someone addicted to these or other substances of abuse: 1) Accept that enabling is initially part of any close relationship with an addict, 2) Learn how enabling helps addicts avoid seeking help or admitting they need it. 3) Stopping enabling is a learned skill with a shift in mindset. Discover how 12-step groups like Al-Anon help members make the switch. 4) Encourage the opiate addict to get treatment. Coordinate your attempts with a proper treatment program. Your EAP can help you find one. (Note that motivation to accept help will at first be low.) 5) Expect crises, drug incidents, and legal problems to continue or increase because addiction is a chronic illness. The good news is that each event is an opportunity to offer help. Make it easy to accept with simple steps for doing so. 6) Make treatment non-negotiable in your relationship—anything less equates to enabling. 7) Repeat #4 until help is accepted.

Detachment: The Decision to Let Go

Are you facing the loss of a close relationship, deciding it's now time to let go and end the pain and conflict associated with it? You may want to consider counseling support for this journey. The challenge of ending an unhealthy or toxic relationship often includes a cycle of holding on, letting go, retrieval, and the hope of one last try, followed by an even bigger letdown. You may face grief-like reactions such as denial, anger, and depression before acceptance. Counseling can help you weather this storm, help keep you grounded, and challenge you to find the healthier path you really want.



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