

Fall
2013

FRONTLINE EMPLOYEE

MIIA Employee Assistance Program

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

800.451.1834

To take a free,
anonymous mental
health screening,
go to:

www.mentalhealthscreening.org/screening/miiawellness



This issue:

- Ultimate Stress Management: Resilience
- Powerful Worker Attributes
- Helping Children Get the Right Information
- How to Be a Catalyst for Change
- Is that Enabling?
- Definition of a Designated Driver

Ultimate Stress Management: Resilience

There are countless techniques to help you cope with stress: breathing exercises, meditation, counting to 10, relaxation and taking a long walk, for example. Most of us wait until our senses are stressed before we take advantage of these techniques, but there is another side to stress management—building resiliency. Its focus is the ability to better withstand stress and bounce back sooner from difficult situations or crises. The new awareness of resiliency's role in stress management is being pursued by the military in programmatic ways called resiliency initiatives. The idea is to reduce the climbing suicide rate among military personnel, but this is just one of its benefits. Make resiliency training a part of your personal stress management program. Consider any or all of these five areas of well-being: emotional, social, spiritual, family, and physical. Seek to develop strengths in these core areas of personal well-being, and you will build resilience that allows you to better weather stress, strain, and crisis. This will then empower you to return more quickly to a pre-stress or pre-crisis level of physical and mental health. Learn more at <http://www.apa.org/helpcenter/road-resilience.aspx>



Powerful Worker Attributes

Power up your reputation by acquiring prized employee attributes. Some are rarely mentioned in performance reviews or in writing. Examine the following valued attributes: 1) Viewing uncertainty as an exciting challenge; 2) Asking effective questions that develop better ideas; 3) Not being rattled when things are unclear or uncertain; 4) Seeking alternatives when roadblocks appear; 5) Knowing how to be constructively self-critical; 6) Being more likely to over-communicate than under-communicate; 7) Taking initiative & being a “plus 1” worker. See any new attributes for you to acquire or improve upon?

Helping Children Get the Right Information

What are your young children hearing from peers about substance abuse, sexuality, reproduction, and other sensitive topics? It can be hard to know, but it is crucial to correct misconceptions and falsehoods. To know how much needs correcting about all things great and small, start with this rule of thumb: If you are unsure whether your child is too young to discuss certain topics, start by asking your child what he or she knows about them. Then simply base the scope and depth of your discussion on the answers provided. You'll quickly discover what your child knows, what needs correcting, and how much more information is required.



Fall
2013

FRONTLINE EMPLOYEE

MIIA Employee Assistance Program

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

800.451.1834

To take a free,
anonymous mental
health screening,
go to:

www.mentalhealthscreening.org/screening/miiaawellness

How to Be a Catalyst for Change

People who are catalysts make things happen. They are passionate about their jobs. But which came first—the passion, or the ability to get things done? Learn to be a catalyst for change, and you may experience renewed enthusiasm for your job. 1) Start by writing down three to five things that need improvement in your work environment that you have or should have influence on helping correct. 2) Next to each item, note ideas that will lead to a solution. 3) From this list, choose one area of improvement where you are most likely to succeed, and take the first action step. Start small. It may only be a conversation with other influencers about possibilities. 4) From these conversations, consider your next small move. This is called strategizing. As you make small, positive changes, you will feel momentum and gain a visualization for your future success. Your enthusiasm will grow. Notice how focus, determination, patience—and a bit of political sensitivity—play key roles in creating change in organizations. You’ve just discovered the path to feeling more engaged and finding more meaning in your job.



Definition of a Designated Driver

The “designated driver” can be a lifesaver. This person is supposed to be the one in your group who elects not to drink. Unfortunately, many people aren’t following this safety principle. Instead, they are asking the person in the group who appears least affected by alcohol to do the driving. Have you done this? Researchers at the University of Florida found that 35 percent of designated drivers drank alcohol, and most had blood alcohol levels high enough to impair their driving. Picking the person who appears least affected by alcohol is a faulty recruitment strategy. A person may have a high blood alcohol level but not appear drunk—even if they drank more than their peers—due to nervous system tolerance to alcohol. Relying on a friend to do the driving because he or she appears to be unaffected by alcohol could put someone behind the wheel who has the highest blood alcohol level in your group! If you find yourself in this situation, the safest bet is to take a cab.

Is that Enabling?

Most admissions to drug and alcohol treatment programs occur after family and friends start saying and doing things that precipitate a crisis for the substance abuser.



The key to this process is education of family and friends to speed up the elimination of enabling behavior. Such behavior includes the following: 1) accepting assurances about the temporary nature of the drug or alcohol problem; 2) avoiding confronting the user about problems that interfere with you or your life; 3) doing the job for the alcoholic/drug user because you want to “help”; 4) avoiding confronting the drinker or drug user because of fear of ruining your relationship; 5) protecting the drinker/drug user from management at work; 6) promising to confront the drinker/drug user if problems get worse, and then not doing so; 7) deciding the alcoholic is not that bad yet or is a functioning alcoholic; 8) developing an ability to work around or adapt to the absenteeism or mood swings of the user; and 9) loaning money to the drinker/drug user. Consider whether any of the above apply to you. Can’t stop enabling? Speak with a professional counselor to learn how to turn off enabling behaviors.