

Spring
2014

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,
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www.mentalhealthscreening.org/screening/miiawellness



This issue:

- Appreciating Different Personalities at Work
- Alcoholic Family Member Recovery
- Support for Bereavement in the Workplace
- Creating Your Plan B
- Mess Creates Stress

Appreciating Different Personalities at Work



Perhaps you've noticed that certain personality styles at work complement yours, while others rub you the wrong way. Research shows that dominant parts of one's personality don't change, and are genetic rather than learned or attributable to environment. This is good news, because you can be confident that changing others' personalities is out of the question. A better approach is recognizing their strengths, and using these strengths in areas where you fall short. At work, three dominant categories appear when you're trying to solve a problem: employees who are imaginative (the idea people), those who are analytical and ask effective questions that impartially challenge the idea people, and those who are inherently critical, driven to find the rub, the catch, why something won't work, and the risk. Accepting each of these personalities as resources takes real guts, because you must appreciate and value a style unlike your own—one you might usually avoid. This week, practice this resource approach with the benefit of your employer's goal or mission in mind, and see if the end result isn't better solutions, found more quickly, that improve productivity.

Alcoholic Family Member Recovery

If you are a loved one of a newly recovering alcoholic, you'll experience just as much stress as your family member, spouse, or partner who is attempting to maintain abstinence and sobriety. The anger, resentment, and guilt that you might be feeling are not your fault, but these states of mind are a barrier to your own recovery. Alcoholism is a wrecking ball, and you haven't been spared. This is why Al-Anon is by far the most recommended peer support group to help people like you who've been traumatized by a loved one's alcoholism. To find a meeting in your area, consult your local phone directory or call 1-888-4AL-ANON. There's a lot to know about family recovery once it begins. Your support is important, but you are not responsible for your loved one's recovery. This is a tough challenge—it's the alcoholic's willingness to follow instructions that determines success. The answers to your most puzzling questions are found in self-help groups like Al-Anon. This is the foundation of the maxim "The answer is in the group."



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Support for Bereavement in the Workplace



It's a myth that only those who have "been there" can help bereaved persons suffering with grief over the loss of a loved one. This myth adds to the confusion associated with helping grief-stricken people. Grief is difficult to comprehend if you haven't experienced it, but you can take steps to understand it better and be a supportive and "in tune" coworker. Grief is a natural, normal reaction to a serious loss of any kind. The nature of profound loss affects the entire being physically, emotionally, spiritually, and psychologically. Overcoming grief is accomplished in waves; it stops and starts, and it often feels like two steps back for every three steps forward, or worse. Recovery from grief is as unique as a fingerprint, because we are all different. One's life experiences, psychology, environment, and health all play a role in the recovery process. A roller coaster of emotions plays a key role throughout the grief process. You will not be able to say something that "fixes" grief or elevates a person out of it. "Being there" and patience are the two most valuable gifts you can offer a grief-stricken coworker. Learn more about grief in the workplace at www.compassionatefriends.org. In the search field, type "employee."

Creating Your Plan B

Having a secure retirement may be your goal, but should you have a plan B in case you ever lose your job? Creating a plan B



can be exciting if it helps identify skills, talents, and job possibilities that ignite your dormant passions. Start by consulting with a career librarian. You're likely to find the best resources faster with one-on-one help. Don't overlook your own employer's internal career development resources. Make sure your plan B includes a financial piece—how you will make ends meet if a sudden employment disruption occurs. Most people don't prepare for hurricanes until they loom, but those who do prepare live with more peace of mind, and it's hard to put a price on that. Ditto with a plan B.

Mess Creates Stress



Have you seen the humorous sign, "A messy desk is the sign of a genius!?" Become a less-stressed genius by de-cluttering. A

de-cluttered work area can make your work more enjoyable and increase your energy, by removing things that compete for your attention visually, cognitively, and physically. You'll increase productivity by responding less impulsively to things that need attention. This will help you stop multitasking, which studies show is inefficient. Still not convinced that de-cluttering relieves stress? There is an acid test: Try it and feel the difference.