

Spring
2009

Frontline Employee



This issue:

- Staying Up During the Downturn
- Seeking Happiness Is Preventive Health Care
- Teaching Resourcefulness to Your Child
- Exercise Mind Over Matter
- Internal Customers Count
- April is Alcohol Awareness Month

MIIA Employee Assistance Program

Confidential Counseling

- Addiction
- Anxiety
- Depression
- Family Issues

Resources & Referrals

- Legal
- Financial
- Child Care
- Elder Care

Stress Management

- Personal Concerns
- Professional Issues

800.451.1834



Staying Up During the Downturn

Financial worries create tremendous stress, and can result in collateral damage to your health and personal relationships.

Navigate today's rough economic seas by expressing a willingness to talk about your fears with your spouse or close friends. Don't beat yourself up over past mistakes. Review your household expenses and start cutting the fat. Add whatever you can to cash savings. Create a "worst-case scenario" plan. Make a pact with family members and friends to provide aid and support to one another, if needed. Take full advantage of your company's employee assistance program. Talking out concerns will often lead to new and useful solutions. Lean times are not fun, but they may assist you in reorganizing your priorities and making needed course corrections for the future when the next economic down cycle returns. Use your leaner entertainment budget to find creative, family-oriented activities that don't cost money. If hiring freezes exist, consider looking for ways to expand your influence and productivity. This storm, like others, will pass, but with perseverance and a positive attitude, you'll emerge from it stronger.



Seeking Happiness Is Preventive Health Care

A recent study found that survey participants who reported being happy all or most of the time were 1.5 times more likely to report good health. Seeking happiness is a preventive healthcare strategy. Awareness of your mind-body link can help prevent issues such as depression, anger, and stress from compounding into greater problems. If you just haven't felt like yourself lately, don't hesitate to call your employee assistance program for guidance and resources. There's no shame in feeling down. Happiness is a work in progress.

Teaching Resourcefulness to Your Child

Life's stumbling blocks provide valuable learning opportunities for your children, so don't be too quick

to assert your authority or "go on the march" in order to fix problems for them, unless it's a safety issue such as bullying or assault. Instead, teach your child to use appropriate resources like guidance counselors, and helpful literature like tips on conflict resolution to solve problems. Stay involved by giving feedback and advice, but also leave space for your child to figure out what works and what doesn't. You aren't throwing your child to the wolves when you back off – you're helping build independence and problem-solving skills that will pay off big down the road.



MIIA Employee Assistance Program

Confidential Counseling

- Addiction
- Anxiety
- Depression
- Family Issues

Resources & Referrals

- Legal
- Financial
- Child Care
- Elder Care

Stress Management

- Personal Concerns
- Professional Issues

800.451.1834



April is Alcohol Awareness Month

What is a safe level of drinking?

Most adults can drink moderate amounts of alcohol - up to two drinks per day for men and one drink per day for women and older people - and avoid alcohol-related problems. (One drink equals one 12-ounce bottle of beer or wine cooler, one 5-ounce glass of wine, or 1.5 ounces of 80-proof distilled spirits.)

However, certain people should not drink at all. They include women who are pregnant or trying to become pregnant, people who plan to drive or engage in other activities requiring alertness and skill, people taking certain medications, including certain over-the-counter medicines, people with medical conditions that can be worsened by drinking, recovering alcoholics, and people under the age of 21.

How much is too much? If you are drinking too much, you can improve your life and health by cutting down. How do you know if you drink too much? Read these questions and answer 'yes' or 'no':

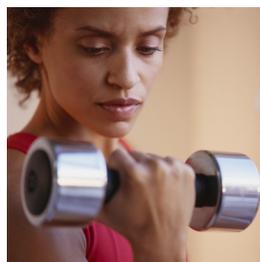
- Do you drink alone when you feel angry or sad?
- Does your drinking ever make you late for work?
- Has any family member ever expressed concern about your drinking?
- Have you ever, even once, drunk more than you told yourself you were going to?
- Do you ever forget what you did while you were drinking?
- Have you ever thought you might have a problem with drinking?
- Do you get headaches or have a hang-over after you've been drinking?

If you answered 'yes' to two or more of these questions, consider giving the EAP a call.

Help is readily available for anyone concerned about their own, or someone else's drinking. A great place to start is the Employee Assistance Program.



Exercise Mind Over Matter



Don't let your fitness resolution succumb to waning enthusiasm. Staying power is mental, so get your game plan together with these five tips to maintain your drive: 1) View workouts as time for yourself, rather than as a chore. On days when you're unmotivated, promise to do just five minutes of exercise. After getting started, you'll probably do much more. 2) Whether it's pounds or performance, set yourself up for morale-building victories by establishing short-term goals and rewarding yourself after achieving each one. 3) Vary your workouts occasionally by trying different exercises. 4) Bring your ultimate goal to life through visualization. Imagine how you'll look in a new outfit, or walking confidently in a swimsuit along a beach. 5) Take pictures along the way to document your progress. This is a powerful strategy to help you realize your goal.

Internal Customers Count

Think you don't interact with customers? Think again. Are there work units or departments in your organization that suffer if you do not provide correct information? What about missed deadlines? If you put a caller from another office on hold or if you don't complete or follow-through on a project, will the productivity of that person's department or work unit be affected? Others in your organization who depend on you for information or services to do their jobs are customers – internal customers.

