



Employee Assistance Program

1-800-822-0244

www.oer.ny.gov/eap

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FrontLine Employee

Wellness, Productivity, and You!

Teaching Children to Be Better Problem Solvers



If you are a parent of a young child, here's a "formula" for teaching problem solving:

1) Encourage the child to explain the situation needing a fix, solution, or answer. 2) Ask questions that prompt critical thinking and solutions. 3) Help the child break the problem up into smaller parts. Tackle one piece at a time. 4) Let the child brainstorm for answers. 5) Guide the child to the solution. 6) Praise the effort. 7) Talk about mistakes as learning tools and being okay. 8) Have a post-event discussion and reflect on the steps to solving a problem. For more opportunities to learn the problem-solving process, create problems. Example: "I don't know what to make for dinner, but this is what we have in the refrigerator."

Living Better in the "Sandwich Generation"



The "sandwich generation" refers to adults raising children under the age of 18 while also caring for elderly parents. Are you a member of this select group? If so, key stressors may include finding time for yourself—sleeping and eating well and engaging in physical activity—setting boundaries with finite time and energy resources, financial stress, a need for emotional support, and wondering what resources are out there to assist you.

Achieve Goals with the EAP's Help

Achieving goals naturally includes circumventing roadblocks and hurdles, but many are personal, like maintaining motivation, overcoming self-doubt, remaining unshaken by failures, staying on track, planning, time management, avoiding procrastination, and overpowering distractions. Your EAP is the perfect starting point for issues like these that hold you back. Give up the struggle and make contact. Worthwhile achievements rarely come easily, but with assessment, or referral to the right resource you can claim the success you're dreaming about.



Finding More Meaning and Energy in Your Job

Gallup research has found that 40% of employees believe their mental health is negatively affected by their job. Managing stress is important, but improving wellness is also accomplished by becoming more "engaged." Could you enjoy your job more despite aspects of it that you do not like? If so, research says you will increase energy, find new meaning in work, feel more positive and in control, and feel more hopeful and productive. You're also less likely to burn out. Helping employees become more engaged is a hot topic in the world of work. If you haven't explored this idea yet, you may be on your way to discovering new energy and improved mental health on the job.



Is a Couple's Workshop the Answer?



Could you benefit from a couple's workshop as a way to have a more satisfying relationship? Such workshops allow for time away from distractions, usually one to two days, while participants explore many aspects of relationship wellness. These workshops may facilitate the changes you desire if traditional, weekly counseling hasn't brought the results you seek. The goal is to reorient your view of the relationship to see yourself as a team, not adversaries. Improving communication is paramount, especially the use of deeper empathy, listening, and validation skills that help partners feel truly understood. All relationships have challenges, and stressful times can test resilience. Workshops are usually designed to give you a lasting framework that both partners can understand as their go-to approach to stay cohesive in times of significant stress. Most importantly, a workshop can help couple's feel more positive and hopeful about the future and in control of where their relationship is going. Many research studies have shown that negative communication patterns of couples threaten physical and immune health, with slower healing and more vulnerability to physical illness. That's a strong incentive to repair a relationship that is not working. One benefit might be a longer life. Contact your EAP about finding couple's workshops in your area.

Dating Violence Prevention Month



There's great concern about teen dating violence because recent research points to a strong correlation with domestic violence in later years. Parents are on the front lines in providing education and awareness. And they should keep an eye (and ear) out for signs of abuse. Many teens are unaware of what constitutes abusive behavior. They rely on parents to tell them, but 80% of parents don't believe teen dating violence is a serious problem. Here's why: Many teens won't acknowledge victimization for fear of being embarrassed or losing the relationship to which they attach strong social value. If you are a parent with a teen, don't wait to detect a problem. Be proactive by using the resource below. Avoid having your child wonder years later why you didn't say more about how to prevent or protect themselves from abuse.

Source: <https://www.cdc.gov/violenceprevention>.

Focus on Excellence, Not Perfection



Excellence at work involves setting high standards and striving to achieve them. But not letting go of a work project because it is not "perfect" is a path to frustration and burnout. Most people know that perfection is not attainable, but it may not feel like it when it's your project.

Just one more tweak seems critical. And then another. Start by not labeling yourself as a "perfectionist." Next, think about your relationship with mistakes and failure. Do you see these things as personal flaws rather than learning experiences? If so, being self-critical is likely a habit that accompanies your perfectionism. Talk to a professional counselor. You will learn how to reframe how you view mistakes, errors, and imperfections and see these moments as opportunities to practice letting go, patience, and self-love.

Give Your Brain a Break



Be more productive at work by taking breaks. Here's your motivation if you are inclined to skip them: a neurologic discovery called "voluntary" and "involuntary" attention. Each type of attention engages different uses of your brain. When you focus on work, whether it is a computer or a car engine, you are purposeful, intense, and focused; this is voluntary attention. In contrast, involuntary attention occurs when you walk down a sidewalk; you are not focused, but you are "attending" to the environment as it appears— clouds, traffic, trees, wind, sunshine, sounds, and sensations. This process of allowing your brain to engage the world this way (being "pulled" along rather than "pushed") is what relieves your stress and refreshes you neurologically. The payoff is improved memory and attention back at work.