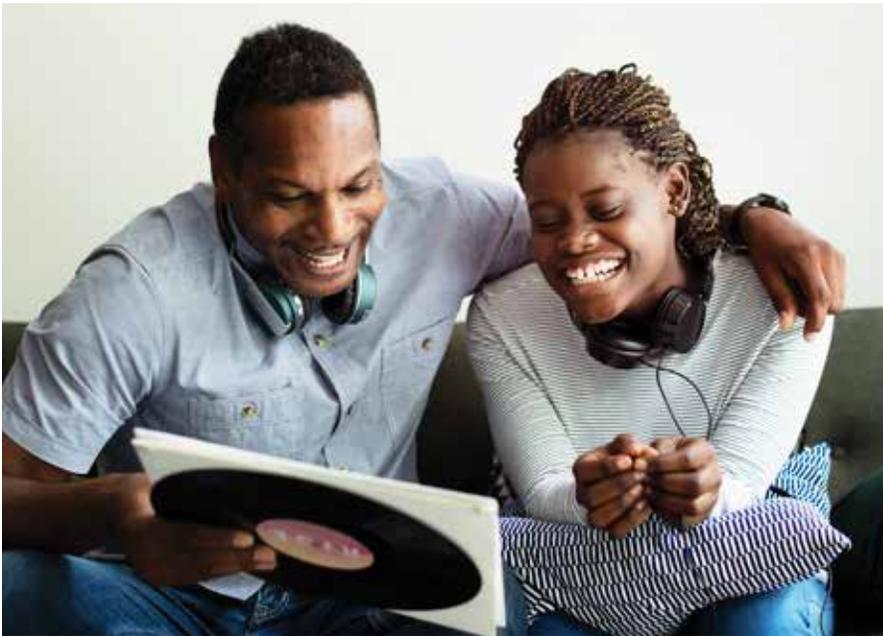


December 2020

EAP NEWS

A worksite newsletter for employees provided by your Employee Assistance Program.



EAP Support for Employees

Did you know that you have access to free round-the-clock services to help you and your family? Whether you would like to talk with a counselor or need caregiving support, financial assistance, or a legal consultation we are here to help.

Tips for Post-Election Holiday Gatherings

It might be a challenge to safely host a holiday gathering this season—but if you do, look to CDC recommendations and follow local official guidance. Are you determined to curtail political talk in order to reduce conflict, especially among family members? If you believe the tension of political bickering will undermine the enjoyment of your event that you've worked so hard to arrange, consider these tips: 1) Speak with each of your guests separately beforehand and request a commitment to avoid political discussions. 2) Ask these same guests if they can play a monitoring role to help change the subject if conversations steer into a political realm. This turns each guest into both an ally and a gatekeeper. 3) Consider inviting a guest having difficulty following your rules to help with a task at your event that will occupy them in a different way.

The EAP Can Do That

Mental health might come to mind when you think about your employee assistance program, but this is only scratching the surface. There are numerous ways EAPs can help, so never dismiss the program as an avenue to resolve a problem you face. Ways EAPs help that are often overlooked: 1) Acting as a sounding board when you face a tough decision. 2) Help for deciding whether you need a professional counselor or a completely different type of resource. 3) Problem solving about how to help a friend who won't get help or admit they have a problem. 4) Guidance on handling a personality clash with a coworker or boss. 5) Help to rule out whether you are depressed, burnt out, or experiencing signs of any other condition.

Pandemic Pain and Young People

Teens need peer interaction and emotional validation to grow mentally healthy. So, isolation for teens during the pandemic is difficult. It's not just a drag, it's a risk issue because over one-third of teens periodically have suicidal thoughts. Not knowing when "normal" will return adds to their anxiety. As a parent, trust your gut. If your teenager demonstrates agitated behavior, moodiness, problems with self-motivation, disinterest in school, or is apathetic with unusual sleeping and eating patterns, talk to a professional counselor. A simple assessment may help identify a mental disorder and prevent self-harming behavior or even suicide. Source: Rutgers.edu [search "teens, pandemic"]

Yes, That's Emotional Abuse

Emotionally abusive relationships are full of confusion and denial for victims. Delays in seeking help are influenced by cycles of abuse followed by remorse, stigma and fear about leaving, damaged self-esteem, blaming yourself, questioning your sanity, and telling yourself, "Deep down he/she really is a good person (or doesn't mean it)." To get traction on change, examine an awareness checklist from an authority website like WomensHealth.gov. It will help you move along the decision path to reaching out for help, like the EAP. Source: WomensHealth.gov [search "emotional abuse"]

The Holidays and Social Pressure

Are you able to resist drinking at a social event? Are you frequently prodded and elbowed by family or friends to cut back and avoid alcohol when you walk into a party? Social pressure can be a challenge for anyone. But is the inability to say no to a drink a symptom of an alcohol use disorder? Fifteen million Americans have this health condition, according to National Institute on Alcohol Abuse and Alcoholism. Alcohol use disorders are easily diagnosed, but overcoming denial and getting a five-minute assessment is not so easy. Still, don't wait for a crisis to motivate you to take this step. Talk to your EAP or a health provider. Within minutes you'll know what to do next, and you'll be given a plan to end the confusion and bewildering tussle you experience with alcohol. Source: foundationsrecoverynetwork.com [search: "peer pressure drinking"]

Helping a Loved One Cope with Chronic Pain

Over 40% of households have a family member who experiences chronic pain. However, when pain experts focus on helping victims, family members are often overlooked. Family members have a powerful role in helping, but they need support. Do you feel helpless not being able to comfort a family member in chronic pain? You are not alone. Frustration, stress, anxiety, depression, anger—and guilt for being angry—are common family experiences. Your household may feel toxic, cycling between conflict, isolation, and the inability to be an effective and willing support for your loved one. Read the insightful handout "Ten Tips for Communicating with a Person Suffering from Chronic Pain" at www.practicalpainmanagement.com/Handout.pdf. It hits every key point from how their pain affects you to communication, taking care of yourself, what you can do, reading nonverbal cues, and more. Talk with your EAP about your unique situation. Learn more: www.practicalpainmanagement.com [search "family role impact"]

Health Effects of Loneliness

Loneliness is a national health crisis experienced by one-third of the population across all generations. You are "hard wired" for close emotional connections. Without them, you can suffer high blood pressure, heart disease, obesity, a weakened immune system, anxiety, depression, and cognitive decline. Research shows the same negative effects can extend to couples who have grown apart emotionally due to unresolved marital or couple conflicts but who still live under the same roof. You don't have to live alone to be lonely. Exploring professional counseling to resolve couple conflicts that have lingered for years can be difficult, but reversing the effects on your health is new motivation for doing so. Source: www.news.uga.edu/marital-conflict-causes-loneliness-health-problems and Cigna.com [search "loneliness epidemic"]

Information in FrontLine Employee is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. Add "http://" to source links to follow. Link titles are always case sensitive.

December Webinar



Working Together: Helping Any Troubled Employee Get Back on Track

When an employee's performance begins to erode in some way, often supervisors will try to 'help' the employee by looking the other way or not giving any consequences. Sometimes this helps the employee – and sometimes it perpetuates the problem. How do we know what the best course of action is? This seminar will discuss how to recognize concerning behavior and how to help any employee get back on track.

Register for the upcoming webinar.



College Corner

College-related debt has become a major issue in America, and a political football. Currently, there is \$1.7 trillion outstanding. This surpasses the total of all credit card debt & car loans combined. Due to Covid-19, the US Department of Education has allowed an extended period of forbearance. Without congressional intervention, the forbearance period will end December 31, and payments will recommence.

It is understandable that many are stressed by the levels of college-related debt. A way to avoid this stress is to avoid or minimize debt, and the best way to avoid this debt is to find the best college based on academic, social and financial fit.

However, this must be done prior to applying to college. Too many apply only to find themselves piecing together the financing because of a poor financial award. The cost of college should be known before your student applies. But figuring this out accurately is the challenge.

If you are concerned about the high cost of college, or if you are stressed by your college-related debt, your EAP has solutions. Visit our website to arrange a time to speak with one of our specialists. This is free and can end up saving you thousands of dollars.

<https://my.timetrade.com/book/N62GH>

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