

September 2019

# EAP NEWS

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



## Can You Detach on Vacation?

Do you sufficiently detach from work while on vacation? Many employees don't maximize the health benefits of a vacation because of a gripping need to stay plugged in despite no serious need for it.

Using self-awareness and self-monitoring, resist the desire to stay on the laptop while others head for the luau. Consider that your employer will benefit more from your refreshed spirit and renewed energy upon your return to work. For some, detachment can be a serious challenge and feel awkward. However, in your quest for achievements, consider one of the most important: work-life balance. The rewards are more quality time with loved ones, reduced risk of burnout, and experiencing the surge of creativity that follows a deserved rest.

### Pitfalls of Passive Parenting

If your parenting style is too passive, you probably know it and worry about it. Fear of a child's reaction and catering to demands can fuel defiant behavior. Help is available. Get an assessment from your EAP, and grab this new book, "Discipline with Love and Limits: Practical Solutions to Over 100 Common Childhood Behavior Problems." (July 2019) You can start now to help your child practice self-control, cope with sadness, postpone gratification, and gain critical life skills the need—but don't wait.

### Heat Stress on the Job

The Occupational Safety and Health Administration has no regulations governing labor in the hot sun, but there are guidelines. Heat exposure can lead to fatigue that increases accidents, so be sure to hydrate. OSHA recommends "eight ounces of water every 15 to 20 minutes if you are engaging in moderate work activities for less than two hours. ... Drink sports beverages containing electrolytes if you're sweating for several hours." Reduce job strain by using the right tools and getting help carrying heavy items. Look out for each other as coworkers, and know the warning signs of heat-related illness—heavy sweating, dizziness, feeling faint when attempting to stand—and how to treat it. Learn more at [www.osha.gov](http://www.osha.gov) [search "heat"].

## Buffering Effects of Cyberbullying

Cyberbullying has been blamed for depression, anxiety, suicidal thinking, and tragically, suicide itself among youth. The social platform most commonly associated with cyberbullying is Instagram. Research shows that the more socially connected young teens are to their parents and the more they engage in school/community events, the more resilient and resistant to the effects of cyberbullying they are. Social connectedness was shown to provide a "buffering" effect among 200 youth considered at risk for bullying. Young teens least likely to be resistant to the emotional anguish of bullying were those teens whose primary strong connections are only with peers or friends. The recommendations: Place high value on developing close relationships with young teens. Reduce screen time, and keep them engaged in school-based/community activities. See the study at [www.onlinelibrary.wiley.com](http://www.onlinelibrary.wiley.com) [search "cyberbullying social"].



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## Therapist or Life Coach?

A psychotherapist and a life coach are different professionals. Which one could best help you with the changes you'd like to make in your life? A psychotherapist helps you gain insight by examining your current and past patterns of behavior and look closely at times when you've struggled, been hurt, or been in some sort of pain. You will usually process emotions to help you overcome blocks that prevent moving forward and resolving problems you face in the present. The idea is to help you see today's problems more realistically and practice new behaviors so you are released from your former way of doing things in order to become a happier person. A life coach helps you examine where you are now, the results you produced in your life, and how you can get to a new place in your life that is one you truly love and are excited about. The emphasis is on change, getting clarity about what you want, and finding action steps, developing timelines, and identifying goals. A life coach helps you find the life you truly want to live. Still unsure? Talk to your EAP to learn more about these two helping roles. The EAP will help you discover, choose, and head in the direction of change you want.

## Many Benefits of Teaching Kids to Cook

Have fun, promote healthy eating, bond as a family, and boost kids' self-esteem by exploring what "Kids Cook Monday" is all about. This is a family and social engagement idea that helps children learn important life skills, safety skills, patience, and the satisfaction of serving others by preparing and cooking a family meal. With regular family cooking get-togethers, children learn about recipes, counting, mixing, math, science, measuring, and even how to make adjustments and substitutions and cope with disappointment if things don't work out quite as planned. Studies show that children who learn to cook are more likely as adults to eat healthier and be less obese while having less stress, better grades, and numerous other payoffs. Learn more about Kids Cook Monday by enjoying the YouTube video below. Then, get ready to add a new dimension to family bonding and fun to your week. Source: YouTube.com [Search "kids cook Monday"]

## Reducing Mental Health Problems in College

One in four college students will experience a mental health disorder at some point when faced with the stress of academic and social challenges. The key challenges for college students are health problems, financial stress, relationship issues, and academic pressures. More than 50% of students will struggle with three or more of these stressors at the same time. Talk with your student about mental health and how it is not uncommon to experience emotional stress at school. Communicate regularly—keep an open channel. You will spot issues and problems sooner and be a more effective helper. Show you can listen to your student's concerns without being judgmental. Be aware of college counseling resources so you can recommend them. If you are a college student with a history of mental health struggles, avoid drug use and have a personal support plan if the going gets tough. Source: www.brighamandwomens.org [Search "college student mental health"]

## Don't Discourage Mental Health Counseling

How would you react to your loved one desiring mental health counseling? Would you think for a moment his or her getting help reflects negatively on you? Your opinion may weigh heavily, and lack of support could postpone getting help for years. When a loved one asks for help, play a supportive role, be empathetic, and seek guidance from your EAP. Remember that the stigma of seeking mental health counseling is a strong force to overcome, so you can assume your loved one's need is greater than you may perceive.



## Managing Employee Performance and Conflict

This webinar will provide tips on becoming a more effective leader, strategies for building rapport, respect, and creating collaboration in the workplace, and offer solutions for how to better manage employees with performance problems.

[Click here to register for the upcoming webinar.](#)



## Your EAP Now Includes a College Planning Program!

The College Planning Program can help you find the best college for your student, based on academic, social and financial fit. Your student ends up with the best education at the best price.

Arrange your free 15 minute consultation with a college planning specialist by calling 866.750.1327. They can assist with career searches, college searches, financial aid, scholarships, grants and more.

**IBH is Partnering with College Planning USA!**

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