

August  
2018

# 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

To take a free,  
anonymous mental  
health screening,  
go to:

[http://  
screening.mentalhealthscreening.org/  
miawellness](http://screening.mentalhealthscreening.org/miawellness)

### This issue:

- Taking Care of Yourself at Work
- Helping Kids Avoid Peer Pressure
- What Assertiveness Can Do for You
- Empathize Without Becoming a Counselor

## Taking Care of Yourself at Work

Combat workplace stress throughout the day with regular interventions. Whittle away at stress rather than doing something about it only when you hit the wall at day's end. Think "preventive maintenance." The goal: leaving work feeling less exhausted. Target four areas:

- 1) The Body – Create means of stretching, moving, and exercising during the day.
- 2) The Mind – Practice mindfulness, meditation, or breathing exercises that produce calm.
- 3) Diet – Consume energy-giving foods.
- 4) Shift Focus – Practice focusing on enjoyable pursuits or distractions unrelated to work. These self-care interventions will increase productivity and your resilience.

## Helping Kids Avoid Peer Pressure

Help your child explore what it takes to be successful at thwarting peer pressure. With the start of school again, there's no time like the present for this information. Try some fun role plays and skill builders. Circumventing peer pressure has five key components:

- 1) Saying "No" – Learning how and meaning it.
- 2) Situation Avoidance – Taking action to steer clear of events likely to include peer pressure.
- 3) Understanding Consequences – Accepting that giving in to peer pressure has consequences and effects.
- 4) Valuing Self-worth – Having confidence and valuing self-worth over peer approval.
- 5) Resilience – Learning to recover from disapproval by peers (including bullying, which often accompanies peer pressure) for making the right choice.

August  
2018

# 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

To take a free,  
anonymous mental  
health screening,  
go to:

[http://  
screening.mentalhealthscreening.org/  
miawellness](http://screening.mentalhealthscreening.org/miawellness)

## What Assertiveness Can Do for You

Here are eight benefits to motivate you to be more assertive:

- 1) Deciding to be assertive can raise self-esteem because you pat yourself on the back for speaking up or taking action.
- 2) Assertiveness increases self-awareness by helping you identify your feelings and clarify your needs more quickly.
- 3) Assertiveness is a proactive behavior. Rather than wait for something to affect you, you act to effect change. As a result, you get more of what you want out of life instead of waiting for it to come to you.
- 4) Assertiveness allows others to learn more about you and understand your needs.
- 5) Assertiveness allows you to take more risks, be more creative, and have less fear of failure.
- 6) Assertiveness is self-reinforcing. When you are assertive, you empower yourself. You reduce the natural desire to hold back, postpone a project, not take credit, or fail to test your ideas. Rather than err on the side of caution, you act, knowing that it is better to fail as a step toward success.
- 7) All decisions are rooted in assertiveness. Making faster and more effective decisions is a by-product of an assertive person.
- 8) At work, knowing what your needs are and acting to get them met improves job satisfaction. This affects your desire and willingness to engage, and this behavior is something employers value because it raises productivity.

## Empathize Without Becoming a Counselor

Empathizing is how we form meaningful relationships. With empathy, we don't just recognize a person's feelings and experiences—we move closer to them by causing them to feel as though they are deeply heard. This creates bonding. Do you have a knack for being a good listener and empathizer? If so, remember to quickly refer a friend or coworker to the next step, such as the EAP or another helpful community resource. Spending time engaging with the problems of others is generous and may offer relief, but too much involvement can often cause delay or decrease the motivation to take the next step necessary to finding a lasting solution. All of us should try to help others, but professional counseling is an applied sciences occupation. You may not mind lending personal time to offer support as a good listener, but taking on this role for too long could facilitate a crisis if the problem requires specialized help and help is not acquired soon enough.

