



STRESS TOOL KIT

Have you ever found yourself stuck in a clique of co-workers who constantly complain about work during lunch or on a break? We probably all have been there at one time or another. Sometimes it helps to know that we're not alone, but sometimes we also leave those sessions feeling worse than before. Take control of the process and suggest to some of your friends to start a Strategic Support Group.

Strategic Support Groups

- 1. Meet regularly at a mutually acceptable time.**
Protect that time jealously!
- 2. Keep three-to-one ration of strategizing vs. complaining.**
A little kvetching goes a long way.
- 3. Support each others achievements or point of view.**
Do this whenever appropriate; in meetings, conferences or informal conversations. Send congratulatory memos with copies to the "right" people when one of your group does something important for the organization.
- 4. Commit to giving feedback and other relevant information to your support group associates within 24 hours of hearing about it.**
This is a tough one to do, but it is essential.
- 5. Have homework -**
Readings to discuss and follow-up tasks for each member to complete and report back on. This one is particularly important if one of your goals is helping one or more people in the group make a career change.

Source: *TOXIC WORK - How To Overcome Stress, Overload and Burnout and Revitalize Your Career* by Barbara Bailey Reinhold, Ed.D.

Call Solutions EAP at 1-800-526-3485 for assistance for all of life's challenges. It's free, confidential and open to your family members.