

eap perspectives

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Solutions Employee Assistance Program

If We Only Programmed Ourselves This Way

The 92 year old, petite, well-poised and proud lady who is fully dressed each morning by eight o'clock, with her hair fashionably coifed and makeup perfectly applied, even though she is legally blind moved to a nursing home today. Her husband of 70 years recently passed away, making the move necessary. After many hours of waiting patiently in the lobby of the nursing home, she smiled sweetly when told her room was ready. As she maneuvered her walker to the elevator, I provided a visual description of her tiny room, including the eyelet sheets that had been hung on her window. "I love it" she stated with the enthusiasm of an eight year old having just been presented with a new puppy. "Mrs. Jones, you haven't seen the room... just wait." "That doesn't have anything to do with it," she replied. "Happiness is something you decide on ahead of time. Whether I like my room or not doesn't depend on how the furniture is arranged...it's how I arrange my mind. I already decided to love it, "It's a decision I make every morning. I have a choice; I can spend the day in bed recounting the difficulty I have with the parts of my body that no longer work, or get out of bed and be thankful for the ones that do. Each day is a gift, and as long as my eyes



"It's how I arrange my mind."

open I'll focus on the new day and all the happy memories I've stored away...just for this time in my life. Old age is like a bank account, you withdraw from what you've put in. So my advice to you would be to deposit a lot of happiness in the bank account of memories. Thank you for your part in filling my memory bank. I am still depositing."

Remember the five simple rules to be happy:

1. Free your heart from hatred.
2. Free your mind from worries.
3. Live simply.
4. Give more.
5. Expect less.

Don't Go Prehistoric

When faced with conflict in the workplace, employees can be naturally inclined to use the wrong reflexes because of our "fight or flight" response instinct. (Humans are naturally inclined to fight an enemy or run from it.) This natural impulse results in a win-lose mentality that perpetuates conflict rather than resolving it. Employees can intervene quicker with conflict by paying attention to relationships and acting sooner to resolve differences before they become difficult conflicts. A key step to making this happen is getting past the "bad person illusion", another natural response to conflict that can lead us to view others as either all good or all bad. Contact the EAP for some *modern day* help.

A friend forwarded this to me by email. So I am forwarding it to you. The author is unknown.

~ Bud Wassell

Call the EAP for *free & confidential* counseling and referral. Family members are welcome.

1-800-526-3485

www.solutions-eap.com

Solutions EAP is a program of Middlesex Hospital and Behavioral Health Connecticut, LLC.

Solutions
FOR PEOPLE IN THE WORKPLACE


SOLUTIONS

Maybe You're Just a Workaholic



Workaholic" is a familiar term to most people, but researchers accept no common definition yet. A recent research study, however, cites three distinct workaholic patterns. If you are worried about your work hours, taunting by others, and the inability to "put your work down," ask yourself which one of the following work patterns you exhibit: 1) *Workaholics* score high on how much they work, feel driven to work, but do not experience much enjoyment. 2) *Work enthusiasts*, score high on how much they work and high on their enjoyment. However, they do not feel driven to work. 3) *Enthusiastic workaholics* score high on all three components — spending a lot of time on work, feeling driven to work, and experiencing a high level of work enjoyment.

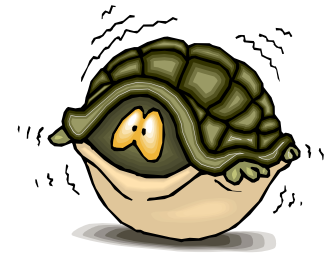
So, not all workaholics are created equal. Regardless of what pattern you display, it might be time for better work-life balance if any of the following problem signs exist: Workaholics in trouble are driven by perfectionism, experience greater stress, and report more physical health symptoms. They experience an irrational commitment to excessive work. Workaholics are unable to take time off or comfortably divert their interests. Spending discretionary time in work activities, thinking about work when not at work, and working beyond organizational requirements are common patterns. These workaholics desire a work-life balance, but

Where There's Smoke...



The U.S. Department of Health and Human Services (HHS) released information on smoking, teenagers, and drug use from the *2000 National Household Survey on Drug Abuse*, but much of it was not widely reported. When surveyed, about 1 out of 20 teenagers who did not smoke cigarettes used illicit drugs in the last 30 days, compared with more than 8 out of 20 teenagers who did smoke. Other studies support the findings. Also reported was that youth were four times more likely to use marijuana if they believed their parents wouldn't disapprove of their using it once or twice.

Do You Have a SUCCESS



Now that you are past the fear of failure and are taking action to succeed with your personal goals, your next challenge might be overcoming the fear of success. A close cousin to the fear of failure, which sabotages motivation to take the right action, fear of success sabotages goals with the wrong actions. The reasons, however, are the same — the belief that what is desired is unachievable.

Fortunately, intervention strategies abound to tackle this natural foe. See your EAP for professional help or coaching if you are tired of the following symptoms of self-sabotage: procrastination or perfectionism, avoiding risks with promising rewards, feeling as though good things will not last, feeling unable to make a decision in pursuit of a goal, excessive worry about mistakes you haven't made yet, repeatedly forming relationships with the wrong people, blaming yourself for things that go wrong rather than taking action to obtain a better outcome, and spending more money than you earn.