



# REACHING OUT

A PUBLICATION OF THE ADIRONDACK EMPLOYEE ASSISTANCE PROGRAM

## Overhaul Your Morning Routine

**D**on't slug through a morning routine that barely gets you out the door. Maximize your routine for improved work-life productivity. The payoff will be a happier you. More excitement about goals, a better mood, improved health, and finding more meaning in your job can all flow from an optimized morning routine. Experiment with a few tweaks, and keep notes about any positive impacts on yourself. Everyone is different, so don't simply copy an online "do this" formula. Whether it is drinking a glass of water first thing after awakening, avoiding the snooze button, doing 20 pushups, making your bed without fail, or meditation—hundreds of ideas exist. Some will be perfect for you. Start at [www.inc.com](http://www.inc.com) (search "morning routine ideas").



## Is Loneliness a Health Problem?

**C**hronic loneliness can have negative health effects, so CIGNA surveyed 20,000 Americans to gauge the prevalence of this emotion. One in five respondents reported no close relationships at all, and one in four reported having no one with whom they can have a meaningful conversation. Those aged 18-22, despite their proficiency with social media, report being most lonely. Loneliness is a symptom of a larger problem, because those less lonely reported getting more sleep, spending more time with family, not overworking, and getting proper exercise. If loneliness affects you, take action, engage, or get counseling to overcome it.



Source: [www.multivu.com](http://www.multivu.com) (search "health," then "CIGNA loneliness").

## Would You Use . . . Services to help people whose partner is hurting them?

**S**ervices to help people whose partner, ex-partner, or other family or household member is hurting them — physically or not; it could be verbal, sexual, or psychological hurting — could be important to your safety and well-being. Would you use such a service (often called domestic violence or domestic abuse programs)? You might think that only lower-income people go to such services, however that's a myth. People who seek safety and support from domestic abuse services are from all walks of life—including business owners, post-graduates, and even PhDs. Domestic abuse services can provide everything from: an understanding person to talk with, helpful information about your rights and options, safety-planning, an advocate to help you take legal steps or other steps, and even a safe place for you and your children to stay temporarily. They may also provide support groups; services for children, teens, and elders; and even reading material to help make sense of what's going on. You can connect locally with these free, voluntary, and confidential services by contacting:



In **Warren and Washington Counties**, (518) 793-9496  
(Domestic Violence Project of Catholic Charities)

In **Saratoga County**, (518) 584-8188 (Wellspring)

For other counties, contact **NY Statewide 24-Hour Hotline** (English & español / Multi-language accessibility):  
1-800-942-6906 or 711 for Deaf or Hard of Hearing,  
for information about your local services.

Learn more at [www.nyscadv.org](http://www.nyscadv.org)

## Doing Your Own Team Building



**T**eam building improves communication, increases morale, and boosts productivity. But what if your employer doesn't offer those big off-site team-building retreats? How can small two-person teams benefit? Try do-it-yourself team building! Simple exercises can rejuvenate you. Find exercises (hundreds are at online bookstores) that 1) focus on building trust; 2) offer the experience of being open with feelings; 3) allow team members to practice nonjudgmental thinking about each other; and 4) give each team member the opportunity to feel vulnerable but have the vulnerability rewarded with safety and acceptance. Refreshing the commitment team members have for one another, even with one team-building exercise, helps walls from forming between members. This dynamic arises from workplace stress—it's all normal. Understanding the gains from team building will have you doing it more often.

## Overcoming Ageism in the Workplace



**L**ike racism or sexism, ageism is discrimination, and it is rooted in prejudice based on age. You can steer clear of ageism.

- 1) Focus on the contributions your coworkers bring to the workplace — experience, knowledge, productivity, and, yes, wisdom.
- 2) Be aware of how older persons are negatively depicted on television. This exercise will help inoculate you and reverse age bias.
- 3) Consider that by 2020, 67 percent of those who are 65-74 years old will be working. This trend may well include you.
- 4) Be a “change agent.” Speak up when you witness language or behaviors that perpetuate discrimination. Simply put, respect your elders. You may be surprised to discover a wealth of resources and support, freely available to you, from the people who have been overlooked, dismissed or under-appreciated.

Source: <https://www.cdc.gov/niosh/topics> (search “productive aging and work”).

## In a Relationship with a Problem Gambler?

**I**f you love someone who has a gambling disorder, then you are no stranger to secrecy, lying, reckless borrowing, unpaid bills, and broken promises. It's time to get help. Start with a professional counselor and step one—support for yourself and the isolation you feel. Next steps: work on change, intervention, and taking actions that can motivate the gambler to enter proper treatment. Loved ones of pathological gamblers experience anxiety in the same way that other people do who are in relationships with addicts. Talk to your EAP or a mental health professional for help locating an expert who understands gambling disorders and helping the family.



## About Your EAP

**R**eaching Out is a publication of the Employee Assistance Program to inform you of services available through the EAP. EAP is an employer-sponsored benefit provided at no cost to you and your household members. Yes, your immediate family members (spouse, dependent children) may also be covered! EAP offers professional, qualified resources to assist you in resolving all types of personal or family related concerns. All contacts with the EAP are strictly confidential to the fullest degree allowed by law, so your complete privacy is assured.



**Now it's easier than ever** to take control of those stressors, achieve a more satisfying quality of life, and reach your personal and professional goals. To get started, simply call us at (518)793-9768 or 1-800-734-6072.