

EAP REACHING OUT

A PUBLICATION OF THE ADIRONDACK EMPLOYEE ASSISTANCE PROGRAM

New Calorie Restriction Diet Rage



Beyond losing weight, calorie-restricting diets done safely may improve longevity and memory, lessen inflammation, and even fight GI infections. Like most weight loss programs and diets, there are cautions worth knowing about. One study reported that some participants mismanaged their eating routine and had health problems like anemia and bone loss. Some dieters have gone too far, too fast with calorie restriction (crash dieting) and experienced kidney damage, abnormal heart rate, dehydration, and electrolyte imbalances. Be guided properly, and consult your medical doctor so he or she understands your goals and can monitor your health needs. You are more likely to gain the benefits, reduce risk, have better accountability, and maybe keep the lost weight off for good.

Learn more: www.ncbi.nlm.nih.gov/pmc/articles/PMC5315691

Cyberbullying in the Workplace



Cyberbullying is the use of electronic media to harass or intimidate. It can harm health, increase absenteeism, and decrease job satisfaction. Cyberbullying is different from other bullying. Online forums where anonymity exists can make it difficult to pin down a perpetrator. It can also be 24/7, and the digital medium of choice can be email, text, or social networking sites. Intervention step #1 is to tell the cyberbully to stop it, but coworkers are especially influential. Research shows that intolerance of peers will have more influence than a corporate policy. So don't be a bystander. Be a change agent, and make cyberbullying not okay. You'll see less of it.

Learn more: www.igi-global.com. [Search: cyberbullying merdan]



ADIRONDACK EAP 40 years of Service to our Community

Reaching Out is a publication of Adirondack Employee Assistance Program to provide relevant information you can use. EAP is an employer-sponsored benefit provided at no cost to you and your household members. 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.

Our professional support team remains available to you 24/7 by phone or video so you will not experience any disruption in support during the current health restrictions.

Have a legal or financial question? Legal and financial experts are available for a **free** 30-minute consultation per issue to discuss your personal issues. Simply call our EAP partner firm, CLC, toll-free at (866) 262-5749. Inform the CLC customer service representative that you are covered through Adirondack EAP.

These are challenging and uncertain times for all of us. We are all experiencing various levels of concern for the safety and welfare of ourselves and our loved ones. Call us at (518) 793-9768 when you feel the need to talk.

Stay Focused on Your New Path if Downsized



Like a grief reaction, denial is usually the first response to news of being downsized. Likewise, anger often follows, especially if loyalty to your employer has been a strong personal work ethic, and you envisioned retiring from your job someday. Often the first reaction is to engage in commiserating with coworkers. This path often emphasizes negativity and hopelessness and can undermine your ability to rise above the crisis. Keep your work ethic, but focus on opportunities. Experience shows that doing so will better energize discovery of the next step in your career journey.

Stress Awareness Month. . . Psychological

Many people have been affected by the stress of the Ukraine war. There are at least five current wars and over 50 armed conflicts active in the world. The Syrian war includes 600,000 deaths. It's difficult to imagine the trauma that victims experience. Helplessness, anxiety, and fear can affect anyone with a personal history of war trauma or any life-threatening event. Be mindful of overexposure to war news. Videos, feeds, news, and social media are as close as your smartphone. Be cautious about accepting any story as immediately true. Disinformation, or "psyops," is used in war routinely to manipulate emotions, and you can be affected unnecessarily. Take care of yourself with positive health practices and stress management exercises. If you have a family member such as a child emotionally affected by war news, don't discourage them from "thinking about it." Encourage they share their feelings and help them (process) their reaction. Then discuss ways to cope with the stress. (Empathy is a healing force that helps put strong emotions in their place.) If you are from a war-torn country, came from one nearby, or have friends and family who are there right now, your reaction can be especially distressful. But every person has a different coping style for severe stress or trauma. Don't judge yourself or others for having different emotional reactions to traumatic events. If your employer has an Employee Assistance Program (EAP), reach out for support. It's the best first step to winning over stress.



You're a Sales Representative (No Matter What You Do)

"Every employee is a salesperson." It's a motto in many companies. Phrases like "Answer the phone with a smile" may sound tiresome, but delve more deeply. These are attitude adjusters. They help manage stress. Any position could, someday, somehow, come directly in contact with a customer. Most employees know this and respond accordingly, but living with a positive attitude is an acquired life skill. One distasteful or less-than-stellar customer experience is sometimes all it takes to set in motion stressful communication and a bad day, so it makes sense to put your best attitude forward. Try it for a day. You may discover that a purposeful and positive engaging style is a key to enjoying your job more.



Getting Your Work-Life Groove Back



Commuting to work comes with boundaries between work and home that can make work-life balance a little easier. If you're a remote worker, you have to set your own boundaries. It may not be so easy. A natural urgency to complete work or return to work may be ever-present. This dynamic can cause you to postpone "until tomorrow" things you would otherwise enjoy doing. This pattern then repeats. If the "always on" lifestyle is undermining work-life balance, your first awareness will be boredom and frustration at your lack of leisure or engaging recreational pursuits. Identify and use this awareness to plan and engage social, recreational, family, and leisure activities. Change the scenery and shake things up. You'll discover more energy and excitement for your job and a more complete sense of self.

Doing a Great Reset as a Couple

When you met, you saw each other as special, amazing, and wonderful, but has your relationship lost pizzazz? Overcoming monotony can be a challenge but is doable. Yes, it feels awkward at first, and vulnerability will be required, but what works is working with a couples therapist who "feels right." Communication habits; trust; fear of getting hurt, or even embarrassed or rejected; sexual issues; resentments built from arguing; and health issues may need troubleshooting. Couples therapy can work, but your desire to try is key. Start by researching couples therapists in your area. You can get a referral from your EAP or a free pre-therapy meeting to help you zero in on the issues. This can help your first couples therapy appointment go more easily, be more productive, and possibly even be exciting.

