

EAP REACHING OUT

HELP FOR YOUR FAMILY AND YOU

Family Communication in Turbulent Times

As the holiday season approaches in the wake of a contentious national election, navigating difficult political discussions with family members might be challenging. But there are practical strategies to maintain peace and harmony. You can stay calm, set boundaries, and focus on connection rather than conflict so you preserve the joy of family time. Key strategies to get through a mixed gathering unscathed include working to steer conversations toward shared values or neutral topics in order to prevent conflict. A key rule is to prioritize your mental well-being and the overall harmony of your gathering. Not every statement needs correction or response, and sometimes the best way to keep the peace is to let an offhand remark slide. Ask yourself if engaging in a debate will lead to a productive outcome or just more tension. With a bit of mindfulness and focus on what truly matters, be determined to create a holiday experience filled with warmth, understanding, and cherished memories.



Parenting Tips to Help Teens Avoid Sexual Assault

If your kids have started dating, have you had a conversation with them about staying safe and reducing the risk of sexual assault? Don't assume they will come to you after facing a situation they weren't prepared to handle. Even if you believe your relationship with your child is close and trusting, they may be uncomfortable sharing with you because they feel guilt or embarrassment, are afraid of upsetting or angering the assailant and/or fear losing friends, or want to shield you from worry. Proactive communication is essential in ensuring your child understands how to navigate dating safely and recognize potentially dangerous situations. Many advocacy organizations offer parental education and teen guidance for safe dating. Start with the Centers for Disease Control and Prevention (CDC) Preventing Teen Dating Violence page at the link below.



www.cdc.gov/intimate-partner-violence/about/about-teen-dating-violence.html

Exercise Your Way to a More Positive Mindset

Exercise offers well-known benefits for physical and mental health, but there's another reward worth noting: a brighter, more positive mindset. When you're tired, unmotivated, or tempted to postpone your workout, it's easy to forget how energizing even a short session can be. Regular physical activity triggers the release of endorphins—your body's natural feel-good chemicals—lifting your spirits and reducing stress. The more regularly you exercise, the more likely you are to trigger this effect. Beyond the immediate mood boost, exercise fosters a sense of accomplishment, improving your outlook and building resilience. Remind yourself of this payoff. You may discover that a positive and upbeat mindset is your greatest reinforcement for improving your health through engaging in regular exercise.



ADIRONDACK EAP Service to 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.

We always welcome feedback from our members.
518-793-9768

Stress Tips from the Field: Manage Stress with the 24-Hour Rule

The "24-Hour Rule" is one of the most powerful stress management techniques. When stress is overwhelming, this mindset encourages you to focus only on what you can handle or control right now and avoid focusing on worries until tomorrow. This approach allows you to compartmentalize your concerns, giving your mind the space to process immediate challenges without the added burden of future uncertainties. By limiting your worry to a specific timeframe, you create a psychological buffer that can significantly reduce anxiety and improve your overall well-being. Consider your past; how many times have you experienced extreme worry over a moment or set of circumstances about which you had no solution or control? And still, here you are today with those things now in the distant past—many of which you can't even recall! In the moment, it is easy to forget this stress management technique that relies on the reality that circumstances change, solutions emerge, and perspective shifts. And if one day at a time feels too tough, try taking it one hour at a time.



EAP Help for Coworker Conflicts

Workplace conflicts are normal and can improve productivity when resolved healthfully, but if left unaddressed, they can disrupt workflows and increase stress. Seek help from the EAP to resolve conflicts more quickly, reduce tension, and restore harmony. Here's a bonus: Resolving conflicts through the EAP equips employees with vital negotiation skills. So, instead of viewing conflict as a mere annoyance, consider it an opportunity for growth. Anticipate being provided with tools that can be applied in future situations—or even shared with others. You'll know it's time to visit the EAP if conflict disrupts your focus, increases stress, or produces strain within your team.



Men's Health Awareness Month

Men face unique health challenges, but their behaviors often hinder their own well-being. They are less likely than women to visit a doctor regularly or get preventive care. Additionally, men tend to engage in riskier behaviors, such as smoking, excessive alcohol consumption, and neglecting mental health issues. If you are a man, recognize that societal norms often pressure men to "tough it out," thereby discouraging them from seeking help or admitting vulnerabilities. Don't fall for it. Make health a priority so those you love—not just you—benefit. Consider:



- 1) Redefine "strength" as taking control of your well-being.
- 2) Recognize that detecting and treating health conditions early will help you avoid fear, worry, and expense.
- 3) Don't view mental health issues like depression, stress, and anxiety as "not physical" and therefore best handled with denial and minimalization.
- 4) Let go of this myth: "Feeling fine means I don't need to see a doctor." Many serious conditions show no noticeable symptoms until they reach middle or late stages, when treatment becomes more challenging and may no longer be effective.
- 5) Don't depend on a partner or spouse to track your health needs or schedule appointments. Make it a nonnegotiable part of your life routine, just like car maintenance.
- 6) Choose a medical doctor you feel at ease with, so you won't hesitate to ask questions about your health, even those that feel sensitive or embarrassing.

Breaking Free from Holiday Perfectionism Stress

It's impossible to avoid images of holiday perfectionism—Hallmark® movies, flawlessly decorated homes, stacks of presents, idealized family gatherings. If you are looking for less stress this year, the secret is redefining what perfect means. Shift your focus from flawless decorations, meals, and gifts to meaningful connections and personal joy. This means asking yourself what truly matters this season and letting go of the rest. Instead of that holiday dinner that takes three days to prepare, plan something manageable and delegate it. Resist the pressure to attend every event. Go for the experiences, not the things. Instead of focusing on picture-perfect moments, consider the perfectly joyful ones that don't come wrapped in a bow—laughter, connection, and some moments of peace.



Community Events:

North Country Festival of Trees Queensbury Hotel November 29th—December 1st

The 33rd Annual North Country Festival of Trees is presented by Berkshire Bank to benefit the Prospect Center, an affiliate of the Center for Disability Services.

Candy Cane Lane December 6, 2024 6 p.m.—8 p.m.



THE TOWN OF QUEENSBURY PRESENTS.....

A DRIVE THRU HOLIDAY FESTIVAL: FRIDAY DECEMBER 6th FROM 6 PM-8PM. THE FIRST 500 CHILDREN WILL RECEIVE GIFTS AND PRIZES BUT ALL ARE WELCOME TO VISIT SANTA. PLEASE MAKE STOPS AT SANTA LETTERS, QUEENSBURY FIRE & EMS COMPANIES, TREATS, REFRESHMENTS, TOYS, AND SO MUCH MORE.....

PLEASE REMAIN IN YOUR CARS AT ALL TIME AND FOLLOW ALL TRAFFIC SIGNS & CONES

PLEASE SAY A BIG THANK YOU TO OUR AMAZING SPONSORS



The Spirits in the Trees Glens Falls Kiwanis Event December 7, 2024—January 2, 2025 Trees are lit each night from 5:30 p.m.—10:30 p.m.



In honor of all employees and their families in our community. Come see the ADK EAP Tree at Crandall Park (Fire Road and Glen Street) near the bandstand

December is National Drunk Drugged Driving Prevention Month

