

EAPworks

A newsletter to promote employee health in the workplace.



 UnityPoint Health
Allen Hospital

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What Does Allen EAP offer?

Allen Employee Assistance Program (EAP) services are a free benefit provided by your employer to help you and your family deal with life's problems and the stress caused by these problems.

You can talk to an EAP Counselor about:

- Job stress
- Depression or anxiety
- Family or marital conflicts
- Alcohol or drug abuse
- Relationship difficulties
- Grief & loss issues
- Parenting issues
- Financial Problems

When should I call Allen EAP?

Does a problem occupy a lot of your time? Does it interfere with your normal activities at work or at home? Have symptoms persisted for more than two weeks? If the answer to any of these questions is yes, it's time to get help.

How do I make an appointment with Allen EAP?

To schedule a confidential appointment, call (319) 235-3550 or toll-free at 1-800-303-9996, Monday - Thursday, 8 a.m. to 8 p.m. and 8 a.m. to 3 p.m. on Friday. Identify yourself as part of your company's Employee Assistance Program. We'll schedule an appointment to meet your needs. Office, phone and telehealth (virtual) counseling sessions available.

What if it's an Emergency?

If a personal crisis occurs when our office is closed, call (319) 235-3550 or toll-free at (800) 303-9996. An EAP counselor will contact you within one hour of your call to help you stabilize the situation.



Family Meals Make for Healthier Kids

There has always been the assumption that family meals are a good thing for everyone, especially kids, but research with 1,492 children conducted by the University of Montreal documented high returns from the practice. Children were studied over a four-year period, starting at age 6. Those who participated in more family meals had higher levels of general fitness and lower levels of soft drink consumption, less physical aggression, reduced oppositional behavior, fewer incidents of nonaggressive delinquency, and less reactive aggression at age 10. Information was gathered from parents, teachers, and the children themselves on academic achievement, social adjustment, and lifestyle habits. Source: <http://journals.lww.com> [search "family meals"]



Believe In Your New Year's Resolution

There are many reasons for not accomplishing a New Year's resolution, but one you may not fully appreciate is a lack of belief in your ability to be successful with your goal, but a barely

noticeable, negative self-talk script doubting your ability will make your goal elusive. Fight negative self-talk scripts, which you can assume will creep up on you, by practicing

affirmations that inoculate you against them. An affirmation is a positive statement that you declare to be true and that you rehearse frequently in a manner that allows it to sink in. Think of affirmations as “software for your brain.” Assertiveness, determination, feeling that success is inevitable, quickly dismissing setbacks, and ignoring others’ negativity are critical skills in achieving any goal. A gut belief in your anticipated success, made possible by affirmations, allows these skills to carry you to the finish line.

Getting Help for Anxiety

If worries feel excessive and out of your control, it’s time to call an EAP or a mental health professional and get relief. Anxiety is a common complaint among employees of all ages, particularly younger workers. You know it’s time to get help if you feel worries consume too much of your waking hours, interfere with sleep, affect your happiness and ability to relax, and perpetuate feelings of general dissatisfaction. Don’t be fooled; disruptive anxiety can still affect you despite your life accomplishments, IQ, smarts, or financial security—even if everything is going great in your life. Feeling you should not be worrying because your life is “just fine” can prevent you from getting help, while you also feel guilty for not being happier. Anxiety is not in your imagination, and resolving it is not about “snapping out of it.”



Don’t Be a Bystander to Workplace Harassment

The U.S. Equal Employment Opportunity Commission issued its 2016 report on workplace harassment. The document strongly supports “bystander training” as a powerful approach to reducing incidents of workplace harassment. The idea is for coworkers to “step in” when they witness inappropriate behavior toward others. This approach has been successful in reducing incidents of workplace violence and harassment on college campuses. We all have a personal responsibility to not stand by and witness abuse. A collective responsibility exists to protect and nurture a positive and safe workplace, while also relying on organization resources for help, like bringing incidents to the attention of one’s supervisor or other authority for proper handling. Source: <https://www.eeoc.gov> [Search “task force harassment”]



Addicted to Indoor Tanning?

Besides giving you a tan, ultraviolet light causes your body to release endorphins, so you feel great afterwards. But here’s the rub: Research revealed that one out of five women studied showed signs of addiction to tanning and a depression cycle that prompts their return to it. And the younger a person starts, the more aggressive this cycle. The study focused on women, but men are not immune. Despite the warnings issued by dermatology societies against using tanning beds due to the risk of melanoma, 10 million people in the U.S. and over a million people in Canada still use them. Tanning beds produce far more ultraviolet radiation than natural sunlight. (On January 1, 2018, Alberta, Canada will make it illegal for those under 18 years old to use tanning salons.) Source: <http://cebp.aacrjournals.org> [Search “tanning”]

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EAPworks is published quarterly by UnityPoint Health – Allen Hospital for Allen EAP clients to provide reliable information on health-related topics. It is not intended to provide medical advice on personal health matters, which should be obtained directly from a physician.