

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.



“Stop the Bickering!”

Bickering is the petty disputes you experience with another person, especially a loved one like a spouse, partner, or best friend. To bicker is human, but a frequent pattern that sabotages the pleasures of a relationship you both value needs a fix. Try this intervention: 1) Accept that quarreling is a problem and that you want to dramatically reduce it. (Agree to avoid bickering about who is more at fault.) 2) Participate in a 10-minute exercise together, listing as many adverse effects of bickering as possible. Include both visible effects, such as negative effects on children, and invisible effects, such as coping methods, negative self-talk, isolation, reduced intimacy, wasted time, withdrawal, recuperation time, resentment, even your reputation as the “Bickersons.” Write fast, and get it all down. 3) Practice with a behavioral change log. After the next bickering event, record the topic, how long it lasted, what you did well to end the bickering, what you can do better next time, and especially anything you learned or insights gained. After one week, share your experiences. Making major behavioral changes (new habits of communicating) will take four to six weeks.

If things stay rocky, seek a counselor and bring your notes for a speedier counseling experience.

Workplace Cubicles: Civility and Courtesy Tips

Do you practice common courtesies with cubicle coworkers? Rules to consider: 1) Remember, you have neighbors. Be self-aware regarding speech topics, tone, and

volume. 2) Cubicle workers often complain about disruptions. Minimize them by creating traditions that reinforce everyone's role as a gatekeeper in maintaining an effective work environment. 3) Use staff meetings to discuss the cubicle environment and add to or amend your traditions. 4) Be sensitive to a coworker's body language that may indicate annoyances, such as unannounced appearances at one's cubicle to discuss issues. If in doubt, ask. Cubicle stress must be managed and has been depicted in comic strips and feature films. Ironically, the inventor of the cubicle, George Nelson, became its fiercest critic. Source: George Nelson: "The Design of Modern Design" (MIT Press)



Powdered Alcohol Is Coming

Powdered alcohol may be sold in your area late this summer. The federal government approved it, but 37 states are hoping to block and prohibit its sale. Powdered alcohol is sold in pouches and flavored as cocktails. A drink pouch requires five ounces of water or other liquid to reconstitute the powder into a cocktail with the right amount of alcohol equivalent to the real thing. Experts fear that the portability, novelty, and storage advantages of powdered alcohol will attract underage youth to experiment with it and thereby abuse alcohol even more than they do now. Cocktails to be sold by the manufacturer include pink cosmopolitans, lemon drops, and margaritas, which of course may appeal to a younger crowd. Early promotional messages on the manufacturer's Web site initially suggested that one advantage of having powdered alcohol is that you can take it into a public event where alcohol is not available. These messages have since been removed following a severe public backlash. Whether powdered alcohol will lead to greater problems is unknown, but being aware of this substance can help you as a parent consider the role you will play in helping keep your child stay safe.



Coping with Change: Avoid the "Big Picture"

"It's important to see the big picture!" This common saying applies to understanding many types of problems, but not necessarily to coping with change. When you are suddenly faced with stressful change, focusing on the "big picture" can feed your anxiety and fear. To cope better, whether with workplace or personal change, break change into realistic action steps, and possible decisions and potential solutions to specific difficulties you imagine will arise. Committing these things to paper allows you to see a personal plan to manage

change come into view. Get a friend to help you brainstorm ideas and solutions, and the support will help you feel in control even faster. Panic and dread of change come not only from the stress of forced alterations to our lives, but also from trying to grasp the magnitude of the event. To reduce this distress, break change into manageable, actionable steps.

Teach Young Children to Dial 911

A 3-year-old child could save a life by dialing 911. Would your little one know what to do if you fell and could not get up? It takes only a short time to teach a child how, why, and when to phone for help. The most common life-threatening event in the home is falling, with 6,000 victim deaths per year. It may sound ominous to be teaching a small child to dial 911 in an emergency, but if you do an online search, you'll discover many stories of lives saved this way.



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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.