

MY employee newsletter

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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.

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.

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.

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.

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.

Get Unstuck from a Rut

The majority of employees feel secure in their jobs but also stuck and unable to move up. Feeling stuck can be emotionally draining, reduce productivity, and negatively affect your life outside of work. Don't stay in this indeterminate state, because it can lead to long-term dissatisfaction and even health consequences. Take proactive steps to get some happiness back and overcome your feelings of stagnation. Set goals for yourself despite your current status. Identify what part of your job you like best and focus on building your expertise there, or even focus on courses to develop additional skills, volunteer opportunities, and mentorship. Connect with coworkers with whom you have good chemistry. These positive interactions can give your job more meaning. Pursue hobbies, side projects, or community involvement initiatives that bring joy and a sense of achievement. Don't just leave work, go home, and hit the couch. Instead, take action to cultivate a fulfilling and more dynamic life. This includes reaching out for EAP help.

Source: www.glassdoor.com/blog/worklife-trends-2025/#Trend1

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.