

Faculty & Staff Living

A work and life newsletter

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EAP News: On July 1st, 2003, Demetra Mihalakos will leave the EAP to work full-time with students in the Psychological Counseling Services here at CSUS. Demetra has been a valued colleague and counselor. We will miss her!

A.S.S.E.R.T. Yourself!



Wondering how to be more assertive? Follow the A.S.S.E.R.T. formula. **“A” - ATTENTION:** The first step in being assertive is to get the other person’s attention so they will listen to you. **“S” - SOON, SIMPLE, SHORT:** Don’t delay in being assertive. Assertiveness can become awkward and difficult the longer you wait. Stay brief and to the point. **“S” - SPECIFIC BEHAVIOR:** Focus on the behavior that compromised your rights, not the person. **“E” - EFFECT ON ME:** Describe the effect of the other person’s behavior on you. **“R” - RESPONSE:** Say what you want changed or different. **“T” - TERMS:** Make an agreement with the other person about how to treat you differently in the future.

EAPs and Teenagers

Q Can the EAP help me with parenting difficulties I am experiencing with my teenager?

A Yes. The EAP can discuss parenting issues with you. The EAP will meet with you or guide you in finding the right help. The EAP might suggest a community resource, perhaps through your insurance plan. Drug and alcohol problems, parental conflicts, legal troubles, relationship problems, and depression are common for many teens. The EAP has experience with all of them.

Avoid Internet Dating Disasters

If you are about to take the plunge into online dating, do your homework on warnings and cautions. Many handy web sites focusing on personal protection exist. A quick search will find them. A few commonly cited warnings and “red flags”:

- (1) Never use your real name as your online name.
- (2) Avoid chat rooms.
- (3) Watch for inconsistent or irrational behavior online.
- (4) Don’t meet someone unless you have seen his or her photo. Meet in a familiar, public place.
- (5) Avoid anyone who provides vague or inconsistent information about themselves, is evasive, doesn’t give you a home number, or is difficult to reach.



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Ask for automatic delivery by electronic mail

E-mail us at: eap@csus.edu

Visit the EAP webpage!
www.csus.edu/eapprogr

Self-help web links
Community referral information

Better Eat Your Wheaties

A research study of 80,000 male physicians discovered that those who ate at least one bowl of whole grain cereal per day had a lower chance of dying from heart disease during a five and one-half year follow-up period. The researchers took into account risk factors such as cigarette smoking, high alcohol intake, low physical activity, and high cholesterol. The surprise: Every medical cause of death was reduced as a result of eating whole grain cereal compared to men who ate none, or who ate refined grain or sugar coated cereal. What researchers think: Whole grains help lower cholesterol and blood pressure and improve how the body processes insulin and glucose. They also contain more beneficial micro-nutrients, antioxidants, minerals, and fiber.

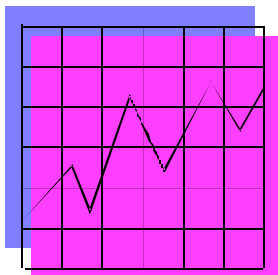
Source: Feb 2003, American Journal of Clinical Nutrition.



How's Your "APO-B"?

Move over cholesterol screenings, here comes the Apolipoprotein test (or Apo test.) The test takes a look at how many tiny fat particles of a certain type are floating in your blood. Having a lot of one kind of Apolipoprotein (type B is the bad stuff) means a high risk of clogged arteries and heart attack. Cholesterol levels are still important, but the medical journal *Lancet* says four studies indicate the Apo-B test is more accurate than cholesterol screening at predicting a heart attack. If you have lowered your cholesterol, a cholesterol test won't tell you much. The Apo-B test can help such patients spot risk that still exists. One nice advantage: Reportedly no fasting is necessary before taking the test.

Source: Lancet, March 1, 2003.



Helping Kids Not Sweat Summer Camp

Consider these tips for your child's first time away from home: (1) See camp as an opportunity to help a child develop a new sense of self, make new friends, develop new social skills, learn about teamwork, and be creative. (2) Prepare for camp together – talking about where to go and what to take. Your child will feel more ownership of the decision to go to camp. (3) Talk about feelings and concerns. Show confidence in your child's ability to handle being away from home. (4) Do talk about what might be easy and what might be more difficult about the camp experience, but keep the emphasis on fun.

Source: American Camping Association



Team Building

Try this group team building exercise or modify it to fit your needs. Its major benefit is identifying and sharing the different personal approaches each of you naturally brings to your team in working effectively with challenging scenarios and difficult people:



Step 1: During a 60-day period, hold a contest to see who can come up with the most difficult or challenging scenarios encountered in your workplace. At the end of 60 days, honor the person.

Step 2: Meet to categorize the scenarios. Eliminate duplicates. Give each a clever or memorable name. This will help you more easily recall the attributes of this type of scenario and the best manner of working with it.

Step 3: Meet again to develop strategies. Focus on determining what each type of scenario demands. For example, if you are dealing with an angry person who is unhappy with your services, what will increase your stress in responding to such a person? What will reduce your stress? Identify who in the group is the expert on this type of person. This person can be a resource for any other team member when any of you have difficulty working with this type of person.

Step 4: Hold the team accountable for applying the effective strategies you have developed and agreed upon. This will help those who have difficulty with certain types of scenarios to use the strategies and develop new skills.