

# Employee Assistance Program

Faculty & Staff Living Newsletter

(916) 278-5018



SACRAMENTO  
STATE

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Wellness, Productivity, & You

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## Overcoming Imposter Syndrome



**D**o you secretly worry that others will find out that your reputation doesn't match your capabilities? Do you tend to view your accomplishments as dumb luck, being in the right place at the right time, or perhaps the result of good social skills and likeability? When you do succeed, do you think, "Wow, that was a close call—I fooled them, somehow." This phenomenon is often referred to as "imposter syndrome," and it's been studied for nearly 40 years. Many successful people suffer from it to some degree, so it's not unusual, but it can be a serious roadblock that can prevent you from getting where you want to go in your career. The gap between what you know and what you are trying to learn can produce feelings of anxiety and fraudulence—imposter syndrome. In worst-case scenarios, some employees even quit their jobs to prevent being "unmasked." Don't do it! It's good to challenge yourself to hit the next target or career goal, even if you don't yet have every single skill required to be a master. If imposter syndrome is forcing you to make decisions to refuse promotions or to reject tough assignments that others think match your abilities, talk to a counselor, read about imposter syndrome, or talk to your employee assistance professional. Organizations naturally admire leaders and achievers, and if you possess technical skills, good self-awareness, natural abilities, and an engaging style, you're going to get tapped for these roles. Don't let imposter syndrome rule. We need you!

## Fast Formula for Conflict Resolution



**C**onflict is normal between people, so memorize the shortest formula in the world for resolving it. With practice, you can sidestep the emotional part of conflict that makes it last longer. Formula: 1) Acknowledge the differences between parties. Recognize, understand, validate, and hear the other party's differences. 2) Let the parties express their feelings. Again, show you understand and can validate their feelings (even if your own feelings are very different). 3) Form an agreement on what's not being disputed—those aspects related to the conflict where differences do not exist. By acknowledging areas of agreement, you begin to create a sense of commonality and decrease some of the negative emotions that can permeate a situation where only the differences are being paid attention to. 4) Agree on a common goal—and work backwards to negotiate an agreement. The solution doesn't have to be your "ideal" as long as it is one you can accept and support. By creating a history of success, everyone tends to be less reactive in the future. Common solutions mean everyone "wins" and are then more likely to work to resolve future conflicts in a productive manner.

### Forward F&S Living to a Friend

Ask for automatic delivery by electronic mail

E-mail us at: [eap@csus.edu](mailto:eap@csus.edu)

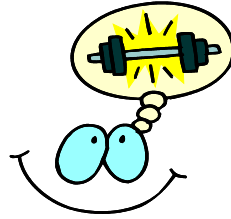
Visit the EAP webpage!

[www.csus.edu/eapprogr](http://www.csus.edu/eapprogr)

Self-help web links

Community referral information

# Making Fitness More Fun



**H**as fitness gotten a little boring? Understand the four forms of fitness: endurance, strength, balance, and flexibility. Each requires different fitness behaviors, and concentrating on each one can improve your level of fitness and excitement about it. *Endurance* builds your energy and “staying power.” It results from exercise that makes you breathe hard, like aerobic activity. *Strength* comes from working out your muscles. *Balance* training can help prevent you from falling—standing on one foot, getting up from a chair without your hands or arms, or simply walking heel to toe help train your brain to balance. This kind of activity is especially important for older individuals. *Flexibility* is what you gain from regular light stretching exercises. There are many ways to do these. By mixing up your workouts, you can maintain fitness across all areas and the variety can increase your motivation. As with all types of fitness, get the okay from your doctor before you start.



**Healthy Balance:** (Tuesday’s from 12:00-12:50 p.m. at the EAP office)

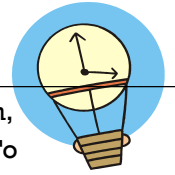
**EAP is pleased to announce a new group beginning April 21<sup>st</sup>.** It is designed for people wanting to live a healthier lifestyle. Also for those who are negatively impacted by their weight, or worried that they will be in the future.

The goal is to support you in making healthier lifestyle choices. The group will be a safe environment where you can begin to establish goals and receive encouragement for reaching those goals. Cathy Connors, a psychologist at EAP, will lead the group. In addition, a nutritionist and exercise physiologist will come as guest speakers during the month of May. We encourage you to come to the group, even if you cannot come every week. And since it is during the lunch hour, feel free to bring your lunch.

For more information, contact Cathy Connors, Psy.D. for more information [connorsc@csus.edu](mailto:connorsc@csus.edu) or 278-5018 or just show up on the first day of group.



# Score Points against Procrastination



**I**f you could only conquer procrastination, you’d see your productivity soar, right? To get leverage, try assigning point values rather than priorities to items on your to-do list. When completed tasks add up to predetermined total point values, give yourself a reward. Make it a good one. Head for a great movie after work, have a pedicure, or simply get together and socialize with friends you haven’t seen for a while. Almost any reward can be effective, and over time this strategy can help you accomplish a number of goals you once thought impossible. To be effective, set a realistic point value for tasks, weighting those tasks that are more important but that you just haven’t been able to “make” yourself complete. Consider assigning a smaller amount of points for reaching significant steps along the way. Be creative, but practical about the points totals you set to maximize the effectiveness. Change the reward weekly to also keep interest up.

# Family Role in Addiction Treat-



**I**f you have a family member entering treatment for alcoholism or another drug addiction, you have a very important homework assignment—getting involved in the addiction treatment program’s family education and counseling program. Addiction is a family disease—not because families cause it, but because the behavior of the addict and the long-term adaptation by family members to it adversely affect everyone in a personal way—physically, mentally, and spiritually. Recovery is the name of the game for everyone, not just the patient. The family program will give you the guidance you need. If one is not available, get a plan of action from a knowledgeable counselor or employee assistance professional. It’s time to roll up your sleeves in recovery. Inattention to your own recovery can result in you continuing to think or behave in ways that do not support your family member’s recovery program. Don’t jeopardize their recovery or your own—get involved in a family program.